

MINUTES

Senate Diversity Task Force
Monday June 6, 2016, 3PM
Pride Center, Melrose Hall

Note: These minutes reflect a meeting of the task force held on June 6th, but also include updates and information through June 8th.

Present: Beauvais Lyons, Bonnie Ownley, Bruce MacLennan, Brian Ambroziak, Monica Black, Joanne Hall, Donna Braquet, Kristen Godfree, Amanda Alarcon, Jonathan Clayton, Michael Porter

1. History and Current Status of the Pride Center

Donna reported on the history of the Pride Center, prior to the formation of the Office of Diversity and Inclusion until today. On May 20th she was called into a meeting with her Dean and Vice Provost John Zomchick and was told the Pride Center would no longer be an office and she would not be able to continue as Director. She was told that she could not provide university service, and did not get an answer regarding the potential to raise funds for the Pride Center. At a second meeting she was told that the Pride Center would not have a GA. Bonnie indicated that the Chancellor was out of town during this period, and the university had hoped that Governor Haslam might veto the bill.

There was discussion regarding the budgetary rationale for defunding the Pride Center in the context of HB2244. Donna said the Pride Center paid for 25% of her salary, plus \$4,000 operating and one \$10,000 GA stipend (plus benefits). There were also 10 work (federal) study students, and the center was open 57 hours per week. Jonathan said that Vince Carilli indicated at a meeting the prior day that work study students could continue to work, but there was the issue of who will authorize their work hours. Bruce said that he felt the Pride Center could report to the LGBT Commission as an option. Michael said that the budget for the LGBT Commission is up in the air, and does not have a GA hired for 2016-2017. Donna discussed the history of the four GA's divided between the the Commission for Blacks, Women Studies/LGBT the Pride Center and Diversity and Inclusion.

2. Review of Task Force Charge

From the founding text: "The charge of the ad hoc Diversity Committee is to proactively support diversity and inclusion at UTK, and to plan responses to legislative or other developments related to diversity and inclusion, and to decide over the rest of this academic year whether there should be a standing committee, that is, a Senate Diversity and Inclusion Council. If so, the committee would develop bylaws language to codify it."

The task force agreed that our immediate concern should focus on supporting the Pride Center and its programs for the 2016-2017 academic year, while working to make it sustainable for the future.

3. Review of Task Force Membership

Task Force Members:

Bonnie Ownley, FS President-Elect bonnley@utk.edu (co-chair)

Beauvais Lyons, Incoming FS President Elect, blyons@utk.edu (co-chair)

Brian Amboziak, at-large Senator, bambrozi@utk.edu

Monica Black, at-large Senator, mblack9@utk.edu
Karla McKanders, at-large Senator, kmckande@utk.edu
Lou Gross, Budget and Planning Committee, lgross@utk.edu
Jenny Fowler, Faculty Affairs, jcfowler@tennessee.edu
TBD, Teaching and Learning Council
Joanne Hall, AAUP President, jhall7@utk.edu

Additional liaisons to the task force include:

Donna Braquet, Former Pride Center Director, dbraquet@utk.edu
Matthew Scoggins, Associate General Counsel, scoggins@tennessee.edu, 974-3245
Floyd Akins, Office of Development, fakins@utk.edu, 974-3167
Michael Porter, Admissions and Co-Chair LGBT Commission, michaelp@utk.edu, 974-2184
Sally Parish, Center for Leadership and Service, sally@utk.edu, 974-1039
Crystal Hardeman, Multicultural Student Life, chardema@utk.edu, Work: 865-974-6861
Don Black, SGA Senator, dblack17@vols.utk.edu
Thomas Tran, SGA Senator, ttran16@vols.utk.edu
Kristen Godfrey UT Alumna - Former Pride Center GA, kgodfrey1217@gmail.com
Jonathan Clayton, Pride Ambassador, Johnathan.d.clayton@gmail.com

Other liaisons as determined.

4. Considering additional matters for discussion with the Office of General Counsel:
 - a) Donna Braquet's right to perform university service for the Pride Center.
 - b) Clarifying if gift funds (as non-state funds) can be used to pay salaries or hourly wages in support of the Pride Center.
 - c) Clarification of who has signature authority for the operations of the Pride Center. Beauvais indicated that he had a phone conversation with Matthew Scoggins from the OGC last Thursday, and that he was consulting the State Attorney General to address some of these questions.

5. Support for Pride Center Operations: It was agreed that it is important for a Steering Committee to be established to help support the Pride Center and manage its operations in the absence of a director. Donna said she would compile a list of prospective members, as well as links to advisory boards for centers on other university campuses. Note: this was done and on June 7th, A+S Associate Dean Angie Batey agreed to help facilitate the formation of the Steering Committee and be able to present a report for the forum on June 17th. Some of the issues that will need to be addressed by the Steering Committee and the task Force include:
 - a) Managing the Pride Center web site (<http://pridecenter.utk.edu/>), The web site still exists, and it is understood that Vice-Chancellor Margie Nichols has oversight. Having a Steering Committee in place will provide a mechanism for web site revisions.

 - b) Pursue additional meeting space for the Pride Center. Donna met with RJ Hinde and Jeff Maples in early April to discuss more space for the Pride Center. They looked at the room adjacent to the Center in the hallway that is currently occupied by Humanities Center, but is only used as storage. They also discussed the use of several rooms upstairs that have sat unused for at least 6 years since Melrose came offline as a dorm. While the upper floors are not ideal, (they are not accessible/there is no elevator), they would allow more options. The Pride Center is too small to accommodate the average 50 students that visit each day. It is

usual for students to sit on the floor during programs. The ultimate plan needs to be a permanent, accessible, space located in the student corridor that is conducive to the purpose of the center. A place in Dunford or Greve until the new Melrose is renovated/built might be an option. They had also requested the Equity and Diversity House on church row, which is near dorms and the Black Cultural Center. A stand-alone house would be most ideal and it could be done in one move. The Pride Center needs a lounge space, several smaller rooms, etc.

- c) Supporting Pride Ambassadors: Jonathan expressed concern about being able to (1) keep the Pride Center open to meet the needs of the student body, as it has been open 57 hours/week in the past, (2) continue SafeZone training and (3) being able to give classroom talks in response to requests. Other activities that the Pride Ambassadors will seek to continue include conducting open house events and holding movie nights. He indicated that they currently are using GroupMe, a group texting system for most of their communications. It was suggested that many faculty members would be interested in providing programing for the Center on a variety of subjects of interest to the students.
 - d) Student Orientation Sessions: Jonathan reported that Pride Centers Ambassadors are currently staffing a Pride Center table as part of the orientation programs that involve student groups. However, as a non-official entity, the Pride Center is not able to be present for all phases of orientation sessions. This is an issue that should be pursued.
 - e) Kristen, who helped to implement Safe Zone Training as the Pride Center GA last year, indicated that over 600 people participated in the 3-hour SafeZone training sessions this past year. There was much discussion of STRIDE training for faculty search committees, which is faculty-lead and coordinated by the Office of Equity and Diversity. It was agreed that SafeZone Training is an important initiative that will need to be addressed in a future meeting of the task force or the newly formed steering committee. Kristen said that she would prepare a short presentation on SafeZone training for the June 17 public forum.
 - f) Graduate Assistant Position: It was reported that Amanda Alarcon, who was hired as the Pride Center GA for 2016-17 now has a GA position with the History Department. Michael was asked if the GA for LGBT and Woman Studies might be able to support the Pride Center. He indicated that due to budgetary uncertainty, they have not been able to hire someone in this position yet.
6. Future Funding of the Pride Center
Beauvais will meet with Floyd Akins from the UT Development Office on June 7 to discuss the following matters. Some of the issues they discussed included:
- a) Confirm who has oversight of the Pride Center Fund, currently with about \$11,000 (<http://diversity.utk.edu/about/support/>) Note: Floyd will check on the current approval arrangements, and said that this might need to be updated when a steering committee is established. Also, Beauvais was able to make a donation to the Pride Center fund through the diversity support portal, and this link will be promoted.
 - b) Discuss developing a fund-raising campaign to grow this account so the center can operate independent of state appropriations.
7. Pride Center Forum

The Task Force is planning a public forum to take place on Friday June 17 from 1-3pm at the Hodges Library Auditorium. Beauvais had designed a flyer, and would write a press release for review by members of the search committee. The program for the forum would be discussed at the next task force meeting on Monday June 13 at 3pm. Note: Information on the forum was sent to media outlets and posted on the Faculty Senate web site on June 7th.

Preliminary outline of the program includes:

- a) Bonnie Ownley and Beauvais Lyons: Introduction to the task force
- b) Donna Braquet: History and Mission of the Pride Center
- c) Dr. Rebecca Morgan: UT Student Health Center support for the Pride Center
- d) Kristen Godfrey: SafeZone Training
- e) Jonathan Clayton and TBD: Being a Pride Ambassador
- f) TBD: a presentation by a student who had an internship at the Pride Center.
- g) TBD: Presentation of HB2248 and its implications for the university
- h) Angie Batey: Update on the formation of a Pride Center Steering Committee
- i) Discussion

Note: Johnathan and others will work on assembling collection of images of Pride Center activities and programming.

FUTURE MEETINGS:

Tuesday June 7, 3pm: Beauvais meets with Floyd Akins, UT Development Office

Thursday June 9, 5:30pm; Beauvais will meet with Pride Ambassadors, Pride Center

Monday June 13, 3pm: Diversity Task Force forum planning, Pride Center

Friday June 17, 1pm: Pride Forum, Hodges Library Auditorium