

MINUTES

Senate Diversity Task Force

Monday July 18, 2016, 3PM

Art and Architecture Building 105

Members and Liaisons Present: Beauvais Lyons, Brian Ambroziak, Monica Black, Joanne Hall, Lou Gross, Jennifer Fowler, Michelle Kwon.

Members and Liaisons Absent: Bonnie Ownley, Samantha Murphy, Jonathan Clayton, Michael Porter, Chesnea Skeen, Kristen Godfree, Tamara Griffin, Donald Black.

1. Approval of the Minutes from June 20, 2016, moved by Joanne and seconded by Lou. Approved.
2. Pride Center Updates:
 - a) Status of Pride Center Administrative Home. Concern was expressed about the need to make a decision so that the Pride Center can arrange for work study students and programing with the arrival of students. It is the sense of the task force that either option that Vice Chancellor Carilli could be workable.
 - b) Pride Center issues checklist (see below). This list was discussed, and is the basis for a resolution that appears later in these minutes.
 - c) Report from Angie Batey on the Pride Center Steering Committee. The Steering Committee has not met yet. Joanne and Beauvais will reach out to Angie Batey to encourage a meeting soon, despite Angie's unsuccessful efforts get return communications from Pride Ambassadors yet.
 - d) Additional Faculty Initiatives. There is a group of concerned faculty that meets Thursdays at Humanities Plaza for lunch. This may be a useful grass roots initiative. Beauvais will investigate the potential of producing some Vol Means All buttons for the beginning of the semester.
3. Future Initiatives in response to TN Public Chapter 1066
 - a) Concern was expressed for the need for legal interpretation of 1066 to assist faculty and staff. While some communication has come through the College of Arts and Sciences, many faculty and staff may have concerns about their rights. Lou said in the absence of clarification from the Office of General Counsel, there are no limits on our prerogatives as faculty members. He also indicated that since HB2248 does not mention the Pride Center by name, he thinks the university should be able to use E+G funds to support the Center. Beauvais suggested that he make in inquiry of Chris Cimino regarding this.
 - b) Addressing 1066 at the Faculty Senate Retreat on August 26, 2016. It was suggested that Noma Anderson should be invited to the Faculty Senate Retreat
 - c) Beauvais compiled the following list of organizations as possible partners in responding to 1066: SGA (<http://sga.utk.edu/>), ACLU (<https://www.aclu.org/>), NAACP (<http://www.naACP.org/>), LAMDA Legal (<http://www.lambdalegal.org>), and

the Tennessee Equality Project (<http://tnep.nationbuilder.com/>) He will contact Chris (chris@tnequalityproject.com) with the Tennessee Equality Project about coming in person or by Skype for our next meeting.

4. Diversity and Course Syllabi. The Task Force discussed options for helping faculty to draft course syllabi that respected all students, and suggested that a Faculty Senate Campus Syllabus should be modeled on the current campus syllabus with the addition of information on gender neutral pronouns. Beauvais will design the one-page PDF for approval by the Faculty Senate Executive Council that will include the following text:

“Civility is genuine respect and regard for others: politeness, consideration, tact, good manners, graciousness, cordiality, affability, amiability and courteousness. Civility enhances academic freedom and integrity, and is a prerequisite to the free exchange of ideas and knowledge in the learning community. Our community consists of students, faculty, staff, alumni, and campus visitors. Community members affect each other’s well-being and have a shared interest in creating and sustaining an environment where all community members and their points of view are valued and respected. Affirming the value of each member of the university community, the campus asks that all its members adhere to the principles of civility and community adopted by the campus: <http://civility.utk.edu/>. If a student uses a name and/or pronouns other than what is listed on the course roll, please email the instructor with the name and/or pronouns that they would like to use to be accommodated.”

5. Lou Gross moved, and Monica seconded, and the task force approved the following resolution for consideration by the Faculty Senate Executive Council:

In an effort to support the UT Pride Center and to achieve the diversity goals of the Vol Vision 2020 Plan, we request that Chancellor Cheek address the following concerns:

- a) Affirm the right of the Pride Ambassadors to select a faculty advisor of their choosing.
- b) Make arrangements to allocate additional storage and meeting space for the Pride Center at Melrose Hall.
- c) Ensure that the Center will be open at least as many hours during the 2016-2017 academic year as it was previously (57 hours per week) and make arrangements to staff the Center for regular hours from now through the end of next summer, especially as prospective students make campus visits.
- d) Continue Safe Zone Training for students, faculty and staff without compromising its quality.
- e) Ensure that students will have opportunities to conduct internships and practicums through the Center.
- f) Allocating resources for the operational budget of the UT Pride Center at a level consistent with other top-25 public universities.

We request a response to this list of concerns from Chancellor Cheek by August 1, 2016.

6. Next Task Force Meeting: Monday July 25, 4pm AA105

7. Adjournment at 4:15pm