

PED Meeting: September 24, 2020

Members Present: Virginia Hosono, Jared Neal, Patti Williams, Martin Brown, Jonathan Graves, Tony Robinson, Kathy Brashear

Invited Senator(s) Present: Andrew Grubb

HRAC: No update this month

Goals and Mission: We discussed and adopted our final goals for the upcoming year:

- Create a process for communication and sharing of information, by revisiting how policies come to PED and how HR/Finance informs PED of potential changes or new policies.
- Work to promote transparency regarding economic matters to aid in the promotion of university economic equity.
- Continue to provide recommendations to enhance staff climate policies.
- Support the university's anti-racism agenda by using the lenses of diversity, equity, inclusion, and anti-racism and by being inclusive of all demographics when making decisions and guiding discussions regarding policy revisions and creation. Further, these same lenses will be used in matters of the overall economic impact on staff, thus ensuring that policies are not affecting groups differently.

Discussion:

- We plan to revisit a previous initiative we had started, which was to draft a formal process for how our committee engages with the offices that are drafting policies at the University. The primary offices we had started this process with are Human Resources and Finance.
- Based on feedback from constituents, we felt it would be valuable to have additional encouragement from the administration for working remotely where possible, as we continue to try and keep all University constituents as safe as possible.
- It was discussed how the University intends to enforce the mandatory testing, and want to obtain more information on this.
- As part of the process in drafting our goals and mission, it was considered whether we should have permanent adjustments in how we operate due to the current pandemic, but was determined we should not base our longer term objectives on temporary situations.