

Staff Senate: CODRE Report for 08/15/19 Meeting – Submitted by Christina Howard

General Topics

-Upon Mordean Taylor-Archer's retirement, Dr. Faye Jones will serve as the new Sr. Assoc. VP for Diversity & Equity. This position will now report to the President and not the Provost. Dr. Jones shared the following:

- diversity should be infused in every part of the University; all constituents should be involved as diversity and equity is everyone's responsibility; we need to be more collaborative
- diversity chairs should be engaged and be able to make things happen in their department
- office does not have adequate resources
- accountability is important
- needs champions to make a difference
- there will be a quilt project for students of color, more info coming soon

-Discussed draft strategic report: CODRE and COSW both believed the draft was too generic. Together they drafted a letter to President Bendapudi highlighting their concerns and included a request that "diversity, equity, and inclusion" stand on its own merits and have a separate section. The President acknowledged the letter and their concerns.

Staff Concerns Committee

Reported on three items:

- They want to get implicit bias training across campus
- They have been working on trying to get a position/ombuds/employee advocate in Physical Plant that reports out of the department
- Spoke to Michael Wade Smith about it and there were concerns, specifically the fact that the position would report out
- A recent survey of physical plant employees had a low response rate. Many have shared concerns about retaliation if they fill out surveys. Some of their concerns include equity, lack of fair treatment, shift times, and lack of career opportunities.
- Update on Career Pathways pilot program in Physical Plant:
 - Partnership with Urban League and possibly JCTC
 - Phase 1: There are currently 6 individuals in the service and maintenance section who are going through the Super Saturdays program at the Urban League. It is 10 classes over 5 months. It is a soft skills series of classes
 - Phase 2: Plan would be for an apprenticeship program
 - Phase 3: Plan would be to take classes at JCTC to become certified in HVAC, Electrician, Plumbing, or Carpentry. Would have to address classes possibly being during regular working hours.

Diversity Programming Committee

-Save the dates:

- 09/25/19 - Moderated Discussion of The National Museum of African American History by Lonnie Burch (there will be various activities with Lonnie Burch on both 09/25 and 09/26)
- 10/23/19 - Fighting for Peace programming, more details to follow

-There was lively discussion regarding concerns with the bookstore contract and various issues with the bookstore, including not having the books requested and then suggesting the wrong book, cost, and the no-return policy.

BFSA

Reported the following:

- they are going to be doing some fundraising
- they have upcoming socials planned
- everyone who cares about their mission is welcome at their activities

Next General Body Meeting: 09/12/19 at 12:00