

## STAFF SENATE GRIEVANCE COMMITTEE

### July 12<sup>th</sup>, 2021 Meeting Report

No new grievances have been filed since the last Staff Senate meeting.

A meeting to begin a review of the Staff grievance policy was held on June 21<sup>st</sup> and attended by SGC Chair Jason Beare, PED Chair Virginia Hosono, Mary Elizabeth Miles, and Donna Ernst. Initial suggestion was to have SGC and PED committees look over the existing grievance policy through the lens of 1) Process and 2) Diversity/Equity/Inclusion (DEI). Once fully seated with new members, these two committees will meet separately to find areas where specific changes to the policy would be useful, specifically in terms of DEI, streamlining the process, clarification of confusing areas, etc. PED and SGC will then come together to discuss their ideas prior to the next meeting with HR.

We still intend to make this policy review a collaborative effort involving members of SGC, PED, CODRE, COSW, and the LGBTQ Center. Updates from this review process will be sent along as they occur.

In addition, a meeting of all standing committee chairs was held at the request of C&N Chair Jennifer Steier. In this meeting, it was suggested that, beginning this fiscal year, the Staff Senate representatives to CODRE and COSW should also serve automatically as full voting members on SGC. This would insure a close, open relationship between these three groups, ideally allowing for any possible concerns regarding DEI within the grievance process itself to be identified and addressed quickly. This suggestion was supported by other committee chairs, and also approved by the Executive Committee. The committee descriptions for Staff Senate CODRE and COSW reps will be amended going forward to include the dual role on SGC.

Lastly, the SGC Charter was amended to include language pertaining to the CODRE and COSW reps in the Composition section of the charter. Upon seating of the new SGC committee members by C&N, SGC will discuss these changes and address any further amendments. The goal is to submit the updated charter to the Executive Committee for approval prior to the September full Staff Senate Meeting.

Respectfully submitted,



Jason Beare