**Community Equity Advisory Committee (CEAC)**

**12/16/19**

**Commons 332**

**Attendees:** Deanna Cerquetti (USC Chair, GSA VP), Alex Rittle (GSA President), Adam Harvey, Jodi Kelber-Kaye, Marcela Mellinger, Aliya Webermann, Nadia BenAissa

Background context from last year and moving forward with CEAC

* CEAC grew out USC’s need to dissolve defunct Human Relations committee as well as Retriever Courage initiative
	+ There has always been an interest in the Human Relations committee but its charge in the Plan of Organization was not possible
	+ USC wanted this committee to take on an advisory role when dealing with issues of diversity and inclusion on campus
	+ The addition of CEAC to the Plan of Organization will
* Retriever Courage’s Implementation team has dissolved and now there needs to be accountability overall in the form of a long standing committee
* This committee will become broader than Retriever Courage to engage with any issues regarding diversity and inclusion → we need to remain cognizant of other issues that could use attention
* Interest in accessibility and plans from Facilities Management → updates regarding elevators, building renovations, etc
* Envisioning CEAC as a means of checks and balances
* How we are we going to consider an initiative as being successful? Need to evaluate what the initiative has actually done
* FSAC has not disbanded and will also be moving forward
* There is also a want to institutionalize student involvement around these initiatives
* CEAC membership includes senate representatives and several ex-officio members - could invite other guests as needed depending on the topics you’d like to discuss
* Though the Implementation team has dissolved, it hasn’t announced that it’s ending - we can announce CEAC and introduce the new Director for the Office of Diversity and Inclusion to the campus

Updates from University Steering Committee

* USC has approved language which will add CEAC to the Plan of Organization this year
* Currently, the language is being discussed in the senates and USC will officially vote to add the CEAC to the Plan of Organization while also removing the defunct Human Relations committee
* CEAC will be an ad-hoc committee until General Counsel approves the updated Plan of Organization later in the spring semester

Possible topics brainstormed at USC for CEAC to consider

* Accessibility
* Mental health and wellness
* How will the CEAC interact with the Office of Equity and Inclusion?
* Information dissemination
* How do we do this?
* People don’t usually know about the university committees but initiatives will be pushed out, we want to have transparency with the campus though
* We could communicate that CEAC will be replacing the Human Relations committee

Open discussion/Brainstorming

* Title IX coordinator interviews currently ongoing
* More positions in the office of diversity and inclusion will be hired in January/February
* Clarifying language
	+ Any discrimination based on gender identity falls under Title IX,
	+ Titles VI and VII 7 (ability and race) will be housed in the office for diversity and inclusion
	+ It’s good to start to think about the language we use to describe the topics we mean and not just use Title IX as an umbrella term
* Misgendering issues with faculty
	+ USM Board of Regents recently voted on policy with regards to gender identity and gender expression
	+ Not clear to students that this is protected
	+ Misgendering a person also inflicts trauma
	+ Could think about an initiative involving faculty awareness
	+ Recent survey was done about the issue of misgendering on UMBC campus
	+ GSA currently working on adding language pertaining to preferred pronoun usage in the GA handbook
	+ This issue has been discussed with President Hrabowski as well
* Important to focus on transgender issues
	+ Dept of Education is focusing on this issue more and more as we approach the next election
	+ All gender restrooms are part of this
	+ Issues with facilities management
* DACA and undocumented student population - there’s more that we could do to be a welcoming campus
* CEAC will need to prioritize issues
* Campus response to upcoming election
	+ How will UMBC respond to the next election cycle?
	+ Hate crimes and vandalism expected to increase
	+ UMBC need to be prepared since this is going to be a tricky situation, we don't want to be blindsided
	+ Need to know the communication plan
* Overall question: How do we respond to the overarching environment that all of these situations are happening in?

Membership of CEAC

* 2 representatives from each Senate (SGA, GSA, Faculty, PSS, NESS)
* Ex-officio members
	+ The Director of Equity and Inclusion
	+ Assistant Vice Provost for Graduate Student Development and Postdoctoral Affairs - Robin Cresiski
	+ Assistant Vice Provost for Faculty Affairs- Autumn Reed
	+ Division of Student Affairs- Jasmine Lee
	+ Department of Human Resources (currently vacant)
* Next meeting to be held after the February 14th University Steering Committee meeting
* Jodi Kelber-Kaye will arrange meeting (Deanna will send roster of members)

*Next meeting: Late February, TBD*