

# Committee On Equity, Inclusion, Accessibility & Anti-Racism

## Meeting Minutes

**Meeting Date:** October 18, 2022

<b>Present:</b>	Mary Phillips, Takiyah Ali, Evelyn Durán, Ruby Phillips, Matthew Frye-Castillo, Gabriella Kohler, Kennedy Pazos, Krystal Reynoso, Hillary Palacios, Valerie M., David Hyman and Sarah Ohmer
<b>Next meeting:</b>	November 8, 2022 @ 11:00am- 12:30pm via Zoom

### 1. Announcements

- EIAAR Goals Survey completed by committee members.

### 2. Discussion

- **Mission, Vision, and Values (MVV) Statement** – members provided feedback for edits and adjustments to proposed statement.
- **Avenues of Support** – members agreed to work on creating different avenues of support for EIARR matters.
- **Guest Visits** – members discussed and agreed to put in place a method of inclusion to welcome and acknowledge guests at future committee meetings.
- **The Meridian** – elected student members voiced they would like to take on the role of publishing EIAAR-related matters to the student newspaper.
- **EIAAR newsletter** – members discussed developing a committee newsletter; Volunteers include Takiyah Ali, Sarah Ohmer, Valerie M, Krystal Reynoso, and Hillary Palacios.
- **Campus Climate Survey** – members discussed the October 18<sup>th</sup> Townhall and results. There was focused discussion on
  - Number of respondents for the survey does not seem representative of the campus population.
  - Issue of faculty thinking about leaving Lehman College and faculty that have already left in the last year.
  - Responses about a sense of belonging with faculty (adjuncts and full-time faculty).
  - Research specific to women faculty, which “revealed experiences of gender discrimination, professional isolation, lack of work-life balance, and disproportionate service expectations within campus intimidating, offensive, and/or hostile conduct.

- **Campus Climate Survey – CONT'D**
  - “Trans-spectrum respondents and Women respondents were significantly less comfortable with the overall climate than were Men respondents (p. 62).”
  - What are the “Systems of Wellness” on campus and the need for that on campus; Wellness Center at Lehman is overloaded with work and is understaffed
  
- **Reporting @ Next Senate** - Mary and Evelyn will report to the Senate at the next meeting.

The meeting adjourned at 12:30pm

Respectfully Submitted,

Takiyah Ali and Mary Phillips (Co-Chairs)