University Social Justice Committee
March 30, 2011

Agenda

1. Report Summaries: (PLEASE REVIEW AND PREPARE QUESTIONS IN ADVANCE)

A. Social Justice Strategies Staff Report (5 min)
B. Communications Subcommittee (5 minutes)
C. Faculty Recruitment/Retention Subcommittee (5 minutes)
D. Social Justice Teaching and Learning Subcommittee (5 minutes)
E. Transgender/Student Name Change Subcommittee (5 minutes)

2. Approval of the Intro for the Working Group Report, Holmes (10 min)

A. Questions/Approval
B. Deadline? (for WG Report to be linked from SJ Webpage)
C. Feedback form

3. Social Justice Budget Priorities, Villalobos (20 minutes)

A. Review and Discussion of Rankings for 11/12 (based upon cte feedback and rankings)
B. Next Steps

4. Student Social Justice Leadership Institute, Crews (20 min)

A. Overview
B. Student engagement & recruitment
C. Support from SJC
D. Timeline

5. New Business

Meeting Notes

Attendees: Shana Agid, Doris Chang, Chris Crews, Keisha Davenport-Ramirez, Darrick Hamilton, Tim Marshall, Judy Mejia, Karen Merson, Amy Minter, Monique Ngozi Nri, Elizabeth Ross, Earl Scott, Jesse Villalobos, Tsuya Yee, SJI RAs: Sydney Kopp-Richardson and Mimi Clitus

Absent: Katayoun Chamany, Dennis Derryck (on leave), Kate Eichhorn (on leave), Elizabeth Friedrich, Melissa Holmes, Elisabeth Lackner, Shannon Logan, Phyllis De Verteuil, Sara Villa (on leave), Ra Ruiz

Introduction & check-in: The committee waas reminded that any final corrections to meeting notes should be made so that notes become the official record of committee work, which we plan to publicaly post and archive.

Action: Committee approves the Feb. 2011 meeting notes, with some minor amendments

Issues/Concerns/Questions: Question posed regarding when and/or if member names should be attached to the record to distinguish individual contributions for committee work versus a recognition of collective progress. Though it's been previously agreed to remove names from notes in the interest of promoting collective thought, preserving the anonymity of specific members, it's

been noted that this hasn't always been practiced. Some committee members are in favor of attributing contributions from individual members, but opposed to attributing comments or committee discussion to individuals. Other members are in favor of abstaining from using names in order to maintain group collectivity. The committee will need to deliberate further to come to a resolution on this issue.

There is concern that summer break will cause a delay in progress to these discussions of governance, group dynamics and interactions. A question was raised whether these governance-related issues could be the task of the Communications subcommittee.

Clarification of process was called regarding assuring of consistent practices and transparency as it relates to decision-making. The rationale is to address any potential social justice-practice issues existing within the committee.

Action: The Communications subcommittee (or some other entity of the SJC) will propose to the committee members how to move forward on governance (adding/graduating committee members, decision processes, group dynamics, other governance issues) outside of a possible retreat setting. It is our desire that decisions on how to move forward with regard to these questions will be made before June 2011.

Agenda Items Covered:

1. Written report summaries were shared in advance of the meeting for review

A. Social Justice Initiatives Staff Report (Accepted)

B. Communications Subcommittee Report (Accepted)

- Hasn't received any further feedback forms regarding mission statement, and is working on posting bios.
    - Action Identified: 1) A summary of hopes/fears document derived from our February meeting will be emailed to the group; 2) Communications committee will meet to discuss communication & outreach 3) A retreat can provide space for deeper member social justice learning and committee trust building

C. Faculty Recruitment/Retention Subcommittee Report (Accepted)

- Has met once since last SJC meeting and is revising proposal for Social Justice Faculty Awards. They reviewed similar awards at other universities and is establishing criteria connected to goal of integrating social justice. They've decided to follow the structure of distinguished faculty award. The committee has circulated document to committee. They are also considering a staff version.
    - Issues/Concerns/Questions: How often is award? How will standards be determined to consider and distinguish people who go beyond their normal duties from people whose job duties social justice is designated? How can standards be set that doesn't make it impossible to find candidates? How can Provost's office be supported to determine how will the selection process work, and how will process be transparent and sustained moving forward to reflect university commitment to social justice? Who qualifies? Annual award or less frequent? Alternate staff/faculty awards annually? Should the committee move forward with the award?
    - Agreement: Annual presence of some type of "Social Justice" award should be implemented.

- Actions Identified: Committee suggestions: 1) Work on similar proposal for staff award for year two while piloting the faculty award the 1st year; 2) Explore and acknowledge past awards (recipients people and their work), specifically research Diversity Award process (lead by Barbara Emerson's office) and review Middle States report for a description of former award; 3.) The committee is interested in strengthening faculty search procedures. The deadline to influence searches for next year is fast approaching. A timeline for action should be developed by this subcommittee before the April meeting.

D. Social Justice Teaching and Learning Subcommittee Report (accepted)

E. Transgender/Student Name Change Subcommittee Report (accepted)

- Seeking suggestions to build FAQ. Google document has been set up where edits can be made to a university wide announcement re. the policy implementation.
- Clarification made that a response letter sent to LGBTQI coalition's letter sent to the SJC a while back. Designated subcommittee responded that the coalition find ways to connect and invite committee members and/or work with SJC subcommittees. SJC Committee chair responded to the letter and said that SJC does not currently have a system for direct student group membership outside of USS, but students can join subcommittees now and that membership parameters are currently being discussed and revised to better respond to these types of inquiries.
    - Issues/Concerns/Questions: 1.) What are ways to involve students in addressing broader gender justice issues while focusing on the name-preference change issue? (E.g. How can different pockets of student-led discussions be aligned with work of the committee to establish a collective voice through subcommittee coordination? 2.) How should members best staff this subcommittee as one of the only identity-based subcommittees? What message might this send to students of color, low income students, etc? 3.) Should this subcommittee stay open and broaden it's goals, or remain focused on the name change issue within SJI, recognizing that there are student-driven actions occurring independent of the SJC.
    - Agreement: Seek to work on issues identified by students/student groups and link to broader vision of SJC work instead of creating fragmented stand-alone identity-based groups.
    - Action Identified: 1) Check in with Registrar on changes to ID card, library and blackboard access 2) Work on shaping a focus group to identify other transgender issues with hopes to begin to align other student-led "pockets of discussions" re. SJ throughout the TNS.

2. Approval of the Intro for the Working Group Report (accepted)

- Foreword/preamble of working group shared
    - Issues/ Concerns/Questions: Call out the limits in the scope of the charge, as the report is represents interests specific to parts of the community
    - Agreement: The committee reached agreement with minor changes to be completed by the subcommittee.
    - Action Identified: Revise wording, work with PO to post, and forward link to SJC once posted

3. Social Justice Budget Priorities

- Discussion of process initiated. Half of committee responded and submitted general priorities for social justice initiatives to be implemented over the next 2 years. Since there isn't an office structure, or unit, that works on this explicitly, SJC serves as ad hoc advisory group in the interim.
    - Issues/ Concerns/Questions: Plan to continue discussion of project design(re. pedagogy, training faculty/mentoring, etc.)
    - SJI described as a legislative and monitoring body, but can also help foster support or, occasionally help to implement SJ projects
    - Because of their institutional role and responsibilities, the faculty community needs to be at the center of social justice
    - Priorities Identified:

        1. Faculty Learning (to include mentoring of and by faculty)

        2. Staff/Admin Learning

        Student Engagement

        Committee Learning (Growing capacity, process reflects SJI)

        3. Student intensive

        Student peer program (ie: RAP, Student organizing)

        Projected seed monies (collaborative)

        Campus-wide events around social justice

    - Action Identified: 1) Projections of concrete needs (numbers) to actions within the next week to submit to Provost Office; 2.) Review response with committee before April meeting; 3.) Determine questions, adjustments and changes; revisit at April meeting

4. Student Social Justice Leadership Institute Report (accepted)

- Discussion about the format and programming.
    - Issues/ Concerns/Questions: Need to find core group of students to lead social justice related discussions leading to sustained activities throughout the university.
    - Should this be done? What level of support is there for delivering curriculum from the SJC members and engaging other faculty to help "staff"?
    - How is process going to take equity/diversity & continuity into account: when & how delivered and stipendscompensation, particularly for students with greater need? Look for opportunities to promote inter-generational interaction.
    - Format: first week before class? Weekend retreat? Alternative spring break model?
    - Semester is almost over. There's a need to engage students in this discussion
    - Agreement: Logistically needs to be doable considering human and budgetary resources. Need to evaluate current time line.
    - Action Identified: 1) Committee will need to better consider timeline for Leadership Institute and look at proposed options 2) "Ambassador" will be deemed another word, possibly advocate, organizer, peer leader. 3) Explore "train-the-trainer" model & engaging non-1st year students (in facilitating activities, tours and training, etc).

5. Conclusion

- As the semester is over soon, outcomes of the committee need to be documented and assessed. At the May SJI Committee meeting, it was agreed that each subcommittee will bring a compiled list of what has been accomplished, what actions are in progress throughout the past school year and what actions are planned for the coming year.
- Any logistical questions and alternative models for the student Leadership Institute need to be solidified before the year is over, if the institute is to be implemented this summer or fall
- SJC Members should continue to email reactions/questions to subcommittees.