

College of Arts and Letters Diversity Council meeting

October 3, 2014

Harrison 1131

Minutes

Present: Andreas Broscheid (chair, scribe), Erica Cavanagh, Jenny Davis, Sabrena Deal, Lindsey Harvell, Marilou Johnson, Iain MacLean, Christine Robinson, Vanessa Rouillon,

1. Announcements.

- Fridays, 3-5pm, Hoffman Hall Lounge: Coffee with international students
- National Ally Week, October 13-17
- Africana Studies Conference, October 16-17,
<http://www.jmu.edu/africana/conference-program.shtml>
- Melissa Fabello, Bleeding Love: Pop Music, Advertising, and the Normalization of Dating Violence, Oct. 22, 7-9pm, Festival Ballroom
- Safe-Zone training opportunities: Tu, Oct. 21, 3-5, Festival Conference 3; Mon, Oct 27, 10-12, Taylor 302; Fri Oct. 31, 2:30-4:30, Taylor 302. Registration at
<http://www.jmu.edu/safezone/events.shtml>
- Here to Help (H2) workshop, Festival Conference Center, 9-12, October 31,
<http://www.jmu.edu/events/cfi/2014/10/31-here-to-help.shtml>
- Pilar Perez Solano, documentary filmmaker, presents "The Making and Meaning of 'Las maestras de la Republica.'" Tuesday, November 4, 6-8, Harrison 2105
- iDebate Rwanda, November 5, 3-4pm, Memorial Hall Auditorium
- Zerlina Maxwell, "From Catcalling to Sexual Assault: How We Can All Work to End Gender-Based Violence", November 5, 4-6pm, Grafton-Stovall Theater
- Student roundtable, "It's on Us": Campus Conversations & Initiatives to Prevent Sexual Assault. November 6, 4-6pm, Grafton-Stovall Theater
- Cleveland Hall High Tea, Nov. 13 5-6pm. Contact Iain MacLean (macleaix@jmu.edu) for more information

2. Christine Robinson noted that gender identity had been added to the university's general anti-discrimination policy, but that the faculty handbook had not been updated to that effect. As the Faculty Handbook committee has asked for comments on possible changes to the handbook, Christine sent a request asking that "gender identity" be added to the handbook wherever the contents of JMU's Equal Opportunity Policy #1302 appear. .

3. **The next meeting has been moved to November 14.**

4. Iain MacLean agreed to represent the CAL council at the JMU-wide council meeting on October 15, at 1:30 in the Moody conference room.

5. Continuing the conversation on sexual assault prevention and reaction and possible CAL events
The discussion on this point revolved around reports of various committee members about student, faculty, and staff activities around sexual assault prevention and response. The conclusion of the discussion was two-fold:

- 5.1. Committee members would investigate whether there are events, activities, and/or programming in planning that the committee can co-sponsor. [At the writing of these minutes, one such candidate seem to be activities organized by Kristin Wylie together with the Campus Coalition Against Sexual Assault; more below and in follow-up communications.]
- 5.2. Several committee members will contact persons involved in relevant activities at JMU to investigate if they would be willing to participate in a roundtable/information session to inform faculty, particularly in CAL, on what is being done at JMU and how faculty can support them. It may be useful to invite such persons to the next council meeting.

The following existing programs and activities at JMU were discussed:

- Erica Cavanagh reported that the Campus Coalition Against Sexual Assault is working on several projects:
 - A campaign on consent, which pilots in Kristin Wylie's course on Women & Politics. With her class, she has organized a presentation by a national expert on domestic violence, sexual assault, and gender inequality (November 5) and a roundtable discussion with various JMU actors (November 6).
 - A push for training to prevent sexual assault.
- CARE, a student organization to help victims/survivors of sexual assault (<http://www.jmu.edu/healthcenter/StudentOrganizations/care.shtml>)
- The Red Flag Campaign, a campaign to prevent sexual assault, dating violence, etc., which organizes a number of events throughout October (see <http://www.jmu.edu/healthcenter/PreventionandEducation/rfc.shtml>, Melissa Fabello talk listed above)
- The Here to Help program (<http://www.jmu.edu/cfi/academic-culture/here-to-help.shtml>). [The next training opportunity is on October 31; see announcements above.]

6. David Owusu-Ansah stopped in to explain that his office would like to see the college councils to be the main source of college-wide diversity initiatives. He called on the council to work with the dean's office and the dean's executive council to create and support major initiatives in the diversity field.

7. Defining the council's goals

The council started a discussion of what its purpose should be. One question in this regard was for whom the council should primarily work - faculty? students? the college as a whole? Sabrena Deal, for example, reported that the SMAD committee focussed its work mainly on students and student needs.

Other contributions suggested that the purpose of the council should be to make connections by getting people together who can exchange information on what is going on in the different

departments and at the university level.

Another view suggested that the council should be a more proactive doer by informing faculty and departments about their rights and responsibilities, by organizing information and training opportunities and by proactively getting faculty and departments to get trained on matters such as prevention of discrimination, or responding to discriminatory occurrences.

The conversation did not lead to any decisions yet and will be continued in future meetings.