



Minutes for the Affirmative Action Diversity, Equity & Inclusion Committee*

Date and Time: October 14, 2022, 3:30PM

Location: Virtual

Presiding: Nancy Genova

Present: Elba Bonilla, Stacey Cooper, Latoya Jeffers, Elys Vasquez-Iscan, Emmanuel Velayos Larrabure, Charles Rice-Gonzalez, and Hector Soto

Excused:

Absent: Mallik Sullivan, Brian Carter

Minutes Prepared By: Charles Rice-Gonzalez

TOPIC	DISCUSSION	DECISION / ACTION
Call to Order	Quorum established for meeting.	Meeting called to order at 3:35PM
Acceptance of Agenda	Motion to accept agenda. Motion seconded.	Agenda Prof. Velayos moved to accept, Prof. Rice-Gonzalez seconded, and none opposed.
Approval of Minutes	Minutes revisions suggested.	Professor Prof. Cooper moved to accepts, Elys seconded, and none opposed.

TOPIC	DISCUSSION	DECISION / ACTION
Chair's Remarks	<p>Congratulations to Prof. Velayos on being awarded a BRESI grant.</p> <p>Two suggestions from the committee to consider as a focus for our activities:</p> <p>1. Gender Neutral Language in the syllabi. Prof. K. Burrell has a grant to have grad students work on DEI. Perhaps they can help us with this task given that many of us carry full loads and responsibilities.</p> <p>2. A survey of all faculty and staff regarding morale or people feeling unsupported And to bring this request for the survey to the Senate floor. We would need assistance to issue and tabulate the date from the survey.</p> <p>Would a committee member volunteer to lead?</p>	<p>Prof. Velayos shared their work in relation to the grant.</p> <p>The committee discussed the two suggestions to clarify paths to consider.</p> <p>Prof. Vasquez-Iscaan shared that she will be issuing a CUNY-wide survey exploring “burn out” among educators. And that they’d share the results with the committee.</p> <p>Chair proposed that we use Prof. Vasquez-Iscaan’s survey as a step 1 and then follow up with a local Hostos survey.</p> <p>Prof. Velayos shared that filling the survey could contribute to “burn out” and committee members talked about their current responsibilities with teaching and research.</p> <p>Prof. Rice-Gonzalez asked if the committee could offer a statement and make a recommendation on Gender Neutral syllabi and whether CTL can do a workshop about it.</p> <p>Soto said we could come up with a resolution and bring to the Senate. Then the Senate can approved it and disseminate campus-wide. We can also announce that resolution is coming as part</p>

		<p>of our committee report at the Senate.</p> <p>Prof. Velayos asked about the heteronormative language in by-laws and wondered if CUNY-wide or city-wide there are efforts to address gender-neutral language. So, should the committee consider the change beyond the syllabus?</p> <p>Action: The chair stated that by Nov. 4 committee members should send copy for the statement that we will workshop at the Nov. 11 meeting.</p> <p>Prof. Soto will alert the Senate that we have a report for the November meeting.</p> <p>Prof. Rice-Gonzalez shared two initiatives the English Dept. undertook to address DEI and said that the dept. has committed to integrating it going forward.</p> <p>Prof. Vasquez-Iscaan suggested that the work of this committee around DEI could be presented at the biennial CUNY-wide conference organized by the CUNY DEI Faculty group. This year it is titled, “The Illusion of Inclusion: Performative Allyship/Collaborative Solutions.”</p>
Old Business	Asked for nominations for a secretary.	Prof. Soto nominated Prof. Rice-Gonzalez for the

	<p>We are requesting students for the committee.</p> <p>Prof. Soto could not find the Senate Meeting where the Affirmative Action Senate Committee was renamed, but on the Senate page we are listed as the committee on Affirmative Action, Equity, Diversity and Inclusion.</p>	<p>position of Secretary. The Chair seconded the nomination, and it passed unanimously.</p>
<p>New Business</p>	<p>The Chair asked Prof. Velayos to share more about his BRESI grant.</p> <p>He shared that he has two grants/initiatives:</p> <ol style="list-style-type: none"> 1. To have a cohort of student pursuing LAC classes and to help them begin exploring transfer options in Latino/Latin American studies. We have an articulation with City College. Deadline for students to apply to be in the cohort is Nov. 20. 2. Research project on Brazilian Writer Fecuña (sp?) who was an engineer who explored racial mixing and geological dynamics. Goal is to foster discussion on both race and the environment. <p>Hector Soto shared that the Supreme Court will be making a major action that will find Affirmative Action</p>	

	unconstitutional. He said that it will be very divisive.	
Adjournment	Chair requested motion to Adjourn.	Prof. Soto made the motion to adjourn. Adjournment motion seconded. Motion passed unanimously. Meeting adjourned at 4:29PM.