**2019/2020 COMMITTEE YEAR-END REPORT**

**NAME OF COMMITTEE**

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| Affirmative Action Committee |

**CHAIR OF COMMITTEE**

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| Professor Hector W. Soto |

**COMMITTEE MEMBERS**

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| **SOTO, HECTOR W. - Chair**  **MATOS, JORGE – Vice Chair**  **GRETINA, LAUREN – Chief Diversity Officer (Administration)**  **GENOVA, NANCY**  **CONNOLLY, ANDREW**  **SULLIVAN, MALIK- Secretary**  **TORRES, NELSON**  **WOLF, LAUREN**  **LIVINGSTON, MANUEL**  **SGA REPRESENTATIVE**  **SGA REPRESENTATIVE** |

**DATES COMMITTEE MET**

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| **2019**  October  November  **2020**  February  March |

**ACTIONS TAKEN (PLEASE BE SPECIFIC)**

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| Second presentation of the proposed committee change of name and function, as amended by the Senate at the its April 2019 meeting, conducted and approved by Senate at its May 2019 meeting The putative name approved is the Committee on Affirmative Action, Equity, Diversity and Inclusion. The action taken by Senate was reported to the committee at its first meeting of 2019-2020. Discussion continued the throughout academic year concerning whether or not the Committee should move the Senate to again consider a change of name to remove Affirmative Action.  The much-discussed activity for faculty and staff concerning bullying and micro-aggressions was held on Spa Day, January 23, 2020. Professor Nancy Genova organized the panel discussion featuring two professors from City College recognized as experts in the field. The discussion was well received and the video of the panel presentation and ensuing discussion was made available to the entire Hostos faculty by CTL.  The Committee at its March meeting hosted Chief Arnaldo Bernabe, the Director of Public Safety, and Director Raymond Perez of ARC Disability Services as part of the committee’s continuing exploratory process regarding on campus bullying and harassment as issues of concern related to equity and inclusion.  The Committee participated in the Senate Chair’s meeting of Committee Chairs at the start of the Fall and Spring semesters. |

LET US KNOW IF YOU ARE PLANNING ON STEPPING DOWN AS CHAIR. IF SO, WHO WILL BE REPLACING YOU?

*If this Senate Committee is holding its election in the fall, please let the chairs of the Committee on Committees know as soon as possible the election results.*

The election of the Committee Chair will be held at start of the Fall 2020 semester. I will not be a candidate.

HAVE STUDENTS BEEN PARTICIPATING MEMBERS OF YOUR COMMITTEE?

SGA Representative Leydd Ogando was a participating member of the committee through the time of her separation from the committee in January. Representative Asiamah Rosina’s participation was minimal throughout the academic year. There was some mix-up as to who was replacing Senator Ogando, the committee was notified by the Committee on Committees concerning a replacement, who never appeared. Upon inquiry to the SGA, the Committee was informed that the named replacement was incorrect. The SGA informed us that Senator Brittany Lanzcano was the actual replacement. Ms. Lanzcano, although notified, never participated in the committee.

DO YOU HAVE VACANCIES IN YOUR COMMITTEE?

*Please advise us to any members of the committee who are having attendance issues. According to the Hostos Charter of Governance, any member who has been absent 3 meetings without written notification shall be asked to resign and will be replaced by the Committee on Committees.*

With the addition of Professor Manuel Livingston, the committee reached its full complement of 11 members. Other than the aforementioned SGA members of the committee, attendance and participation of committee members was in compliance with the Charter requirement.

COMMITTEE MEMBERS RECOMMENDING FOR REAPPOINMENT FOR 2020 - 2021

All non-SGA committee members, myself included, with the exception of Prof Andrew Connolly have stated that they are interested in reappointment to the committee in the Fall.

DO YOU HAVE ANY CONCERNS THAT NEED TO BE ADDRESSED?

The hybrid name AA, Equity, Inclusion and Diversity continues to be an issue. The committee continues to discuss whether or not further action by the Senate is needed to better identify the committee’s jurisdiction and functions.

The April and May meetings of the Committee (both were scheduled and agendas set) became casualties of the college’s transition to online operations. As such, the committee’s discussion regarding its next steps concerning bullying and harassment on campus as concerns inequitable treatment and lack of inclusion was suspended. The committee in the fall needs to consider decisions concerning continuation of the process, outcomes and recommendations.

The changeover to remote learning with its necessary and heavy reliance on technology has raised multiple issues concerning equity and inclusion. And while there have been efforts to address some of these issues as concerns the students, many of the equity and inclusion issues impacting faculty and HEO personnel remain outstanding. How and when the committee, as well as the Senate, will address these issues is a matter of pressing concern

WILL YOU BE WILLING TO CALL THE FIRST MEETING OF THE COMMITTEE ONCE IT IS CERTIFIED BY THE COMMITTEE ON COMMITTEES IN FALL 2020 (AT WHICH POINT THE NEW MEMBERS WILL ELECT A CHAIR AND RECORDING SECRETARY)?

Yes: X No:

Respectfully submitted,

Hector Soto, Chair AA Committee

May 18, 2020.

*Attach any additional information or concerns you may have to this form and send it by* ***May 18, 2020*** *to:*

**Professor Julie Trachman and Professor Michael Gosset, Co-Chairs,**

**Committee on Committees as well as Prof. Ernest Ialongo, Chair, Hostos College-wide Senate**

**E-mail addresses:** [**jtrachman@hostos.cuny.edu**](mailto:jtrachman@hostos.cuny.edu) **;** [**mgosset@hostos.cuny.edu**](mailto:mgosset@hostos.cuny.edu) **;** [**eialongo@hostos.cuny.edu**](mailto:eialongo@hostos.cuny.edu)

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