

General Council Meeting Minutes, April 24, 2020

Zoom Meeting called to order at 1:20pm by Carlier Myers

Motion to approve February 6, 2020 minutes – Barb Juknialis moved, Jim Nauer seconded, all approved.

Darnell Parker of the Office of Equity presentation on new structure for Title IX compliance. Will no longer run out of OIIDEO instead will be Office of Equity to handle all Title IX, discrimination, harassment and accommodations. Parker looking for volunteers to serve on Discrimination/Harassment Committee and Sexual Misconduct committee.

Parker provided updates:

Newly initiated weekly updates on Fridays to all persons in the middle of discrimination process on the status and Parker or other Equity personnel relay all final outcomes and provide follow up after one year

New module for staff for training and policies in place by September 2020

New federal regulations no longer requiring widespread mandatory reporter status but CWRU will continue to require mandatory reporting

Signing of confidentiality agreements in Title IX discrimination claims will no longer be required, discretion will be encouraged instead

Amy Sheldon of Human Resource provided updates:

There is proposal to consolidate the administrative functions of health care plans- will keep the structure of the plans the same.

HR will provide a summary of the health plan offerings and figures in the summer.

Flexible spending and OTC meds are covered by the CARES Act and menstrual products are now covered by FSA

Kathryn Wilson of Human Resources provided update on Impact Solutions:

Gave slideshow to highlight Impact Solutions with tips and pointing to 5 free counseling sessions per person per household available to staff

Investigate how HR and SAC can best partner to provide information to staff through emails

Committee reports

Communications Committee has decided to postpone the 30th anniversary celebration until May 2021 due to Covid

Community Service- events (Benefits Fair, basket Raffle, etc) are on hold due to Covid and social distancing requirements, Crafters are making masks for distribution

Elections- Elections for Vice Chair position, heard speeches from Dawn Ellis and Kathryn Howard. No Secretary candidate. Dawn Ellis voted Vice Chair.

Fringe Benefits- did not meet

Policy- Policy participated in the crafting of staff compensation policy during Covid. Posed questions on parking, vacation rollover and vacation purchasing during remote work period

Recognition- Has received 63 nominations for Presidents award, most likely will delay award ceremony due to Covid and social distancing requirements

Development and Training- did not meet

Faculty Senate- remote learning challenges, logistics, staff back to campus concerns

Sustainability- 50th Earth Day virtual discussion with at home activities, Earth Day bingo on websites

Diversity Leadership Council- Dr Solomon reported that activities for Hispanic Heritage Month will be coordinated by Damaris Punaless-Alpizar and Gina Maldonado-Powers. Hispanic Heritage month events are scheduled from Sept 15 to October 15. The events previously had been coordinated by Suzanne Rivera, who will be leaving the university in June 2020. There will be a call for volunteers as we get closer to September.

There will be no Diversity 360 sessions in April 2020. There will be 2 in May: May 6 from 1:30 to 4:30pm and May 14 from 9am to noon.

OIDEO offered statements of solidarity and support to the AAPI community regarding the racist use of “Chinese virus” and to the African American community regarding the safety of wearing face masks in public- protecting themselves and others while fearing that they will be seen as criminals.

Suggestions that more support actions should be done during May (AAPI Heritage Month) to help combat racism and violence that are currently spiking.

Progress in the search for the Senior Director of Faculty Development and the Director of Diversity and Strategic Initiatives is on hold until May 15.

There will be a live-stream of the Unity Banquet on May 1 at 12:30pm.

Adjourned at 2:25pm , motion from Kim Bible, seconded by Jim Nauer