

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND EQUITY
MEETING MINUTES
November 14, 2012**

Diversity and Equity Committee Members Present: Cheryl Dickson, Chair; Trustees Brett Anderson, Vice Chair; Ann Anaya, Duane Benson, Louise Sundin.

Diversity and Equity Committee Members Absent: None

Other Board Members Present: Clarence Hightower, Margaret Anderson Kelliher, Philip Krinkie, Alfredo Oliveira, David Paskach, Maria Peluso, Thomas Renier, and Michael Vekich.

Leadership Council Members Present: Steven Rosenstone, Chancellor; Whitney Stewart Harris, Chief Diversity Officer; Gail M. Olson, General Counsel; Rassoul Dastmozd, President; Sue Hammersmith, President.

A meeting of the Diversity and Equity Committee was held on November 14, 2012, at Minnesota State Colleges and Universities, 4th Floor, McCormick Room, 30 7th Street East, St. Paul. Chair Dickson called the meeting to order at 1:08 p.m.

1. Review of Minutes

The minutes of the October 17, 2012 meeting were approved as published.

2. Proposed Amendments to Board Policy 1B.1 Nondiscrimination in Employment and Education Opportunity (Second Reading) [Proposed rename: Equal Opportunity and Nondiscrimination in Employment and Education]

Associate Director for Diversity and Equity, Renée Hogoboom, presented the Proposed Policy 1B.1 Nondiscrimination in Employment and Education Opportunity (Second Reading) with the proposed amendments to the Committee. The document included the revisions that were suggested by committee members at the First Reading in October. One of those suggestions, highlighting the system's commitment to equal opportunity, is reflected in the new title of the policy. The proposed title is Equal Opportunity and Nondiscrimination in Employment and Education. Additionally, a new equal opportunity policy statement was added to Part 1, Subpart A, to reflect the same commitment. Gender identity and gender expression have also been explicitly added to the policy; though not a substantive change because prior to this they were contained under the definition of sexual orientation harassment. The terms are being explicitly expressed in the proposed policy because of increased concern from individuals who either identify or express their gender in nontraditional manners.

In addition, a revision to Part 2, Subpart E. 2, was made to address a concern by Trustee Anaya that state and federal laws had different definitions of age discrimination. The policy now states, "This policy prohibits use of protected class status as a factor in decisions affecting education and employment where prohibited by federal or state law." This change was made due to the fact that we deal with both employees and students of all ages and laws protecting students and employees from discrimination have differing age thresholds.

Other changes that were proposed in the First Reading include the definition of student, which closely aligns with the definition of student in the student conduct policy. An additional change was made in the definition of student to cover those students who live in a college or residence hall, though are not enrolled in or employed by the institution. This would include students in our summer bridge programs, and other students from one of our community colleges that might house at one of our universities (i.e. Mankato State University and St. Cloud State University).

Trustee Sundin recognized that in every list of categories that deal with race, sex, creed, color, etc. that the term used is “sex.” She questioned the appropriateness of replacing that word with “gender.” Renée Hogoboom answered that the Minnesota Human Rights Act still uses “sex” and our policy has always mirrored that Act.

Motion recommended and approved to Board Policy 1B.1.

The meeting adjourned at 1:15 p.m.
Respectfully submitted by Christine McGing