

## Staff Council Standing Committee Minutes: Executive

**Date and Place:** 2/27/18, University Club

**Members Present:** Rob Burford, Ryan Gregg, Gina Urias-Sandoval, Autumn Collins, Danelle Callan, Mary Clark, Carla Sakiestewa, Lukas Cash

**Members Excused:**

**Minutes submitted by:** Amy Hawkins

1. 12:07. Agenda Approved with added discussion re: diversity vote at Feb business meeting
2. Minutes Approved from 2/13/18
3. Guest Speaker(s): Liz Hutchison, Heather Cowan (Title XI coordinator) with Presidential Task Force on Reporting Sexual Misconduct and Harassment
  - a. Heather: About policy changes; old policy 3780 was out of date & out of compliance;
    - i. policy 2730 in the 2000's – included sexual violence; 2740 – compliant with Title IX & the Clery Act – everyone responsible for reporting; accountability; everyone is mandatory reporter: universal reporting
    - ii. Fall 2016 – faculty requested language change re: faculty & staff did not realize they were mandatory reporters
    - iii. 900% more reports over the last 5 years: OEO, DOJ, DOS, as well as trust in OEO and in the university are factors in the uptick of reports,
    - iv. One of the results of the Task Force was a lot of questions: How are we training? How are we getting the info out?
    - v. Another is a lot of cross-university collaboration
  - b. Liz: Referencing the handout: beginning of Task Force in Spring 2017 as a response to all faculty email from President Abdullah
    - i. Everyone agreed on the Objective: to reduce the prevalence of Sexual Harassment on campus; They disagreed on how to get there
    - ii. Members included in handout as well as the Task Force Charge: Policy; and an Implementation Plan
      1. Faculty Senate wrote a resolution
    - iii. The Task Force met for 6 months to develop a set of materials that was sent to the President including:
      1. Reporting Flow Chart (included in handout)
      2. List of Mandatory Reporters
      3. Timeline
    - iv. “Survivor Centered Policy” is important: Victims can easily be re-traumatized depending on how their information is treated
  - c. Evidence Based decisions for policy and for changes is fundamental to the process
  - d. Questions:
    - i. How will this play out for managers of staff and students?
      1. This used to focus on students but has expanded to staff as well
    - ii. If a student comes to me and reports something and I do nothing...what happens?
    - iii. Accountability. Name is optional. How is that keeping things/people accountable?
    - iv. Faculty don't want to report a colleague. What is the concern about being the reporter?

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- v. Why do there seem to be strange caveats in the list of Mandatory Reporters?
    - vi. Why can't we all have the expectation of being a mandatory reporter?
  - e. Answers: DOJ has seen the Task Force's documents and we still need to modify the list of Mandatory Reporters (this is a liability issue). We are concerned with accountability and training. Frustration with faculty; knee-jerk reactions; they are extremely vulnerable with retaliation. Mandatory Referring is a really important piece in this. If someone misses/skips a red or grey piece of the flow-chart, there's no way to know unless someone comes forward.
  - f. Other questions please send to SC admin.
  - g. Concerns: The report needs to come out in Spanish; Reporting needs to be standardized between staff and faculty
- 4. Admin Officer Report
  - a. Precinct nomination updates
- 5. Pres Report
- 6. Pres-Elect's Report
  - a. Presentation re: car thefts meeting after next
  - b. Staff Self Study for accreditation survey information will be coming soon
- 7. Speaker's Report
- 8. Treasurer's Report
- 9. Roundtable
  - a. SC Business Meeting Discussion re: Diversity Council and recommended language added to UNMJob postings for staff
    - i. Reach out to Diversity Council regarding resources for staff who are posting jobs
- 10. Meeting Adjourned: 1:25?