

**MINUTES**  
**Joint meeting**  
**Status of Women Council (SOWC)**  
**and**  
**Status of Minorities Council (SOMC)**

Tuesday, March 29, 2005

Campus Center #902

In attendance: SOWC - Elizabeth Chilton, Judy Goodenough, Howard Peelle, Michele Klingbeil, Eve Weinbaum, Nancy Campbell Patteson, Megan McDonough, Madeleine Charney (notetaker); SOMC – Gianpaolo Baiocchi, Anne L. Moore, Stephanie Luce, Mari Castaneda Paredes, Lixin Gao, Thomas Brashear Alejandro; Grant Ingle, Ernie May, Uri Strauss

Meeting Convened 12:05 pm

1) Becky Lockwood from the Every Woman's Center is working with ALANA to create a week of events to recognize women of color. April is Sexual Assault Awareness Month. She is part of the Community Advisory Team for the Prevention of Sexual Violence, describing the various services and resources. For more information, contact her at RLockwood@stuaf.umass.edu or 545-5832

2) Nancy Patteson gave a brief history of the SOWC with others contributing parts: The SOWC asked Ernie May for help in identifying an administrator several years ago because it was felt that a lead administrator would increase effectiveness and allow proposals to be brought to the floor for a vote in the Faculty Senate. Charlena Seymour was contacted a year or two after that to continue the conversation. The SOWC could use an administrative advocate. The SOMC have been fairly inactive in the last few years. To be productive and take action, there is a need for an administrative leader. Assoc. Provost Sue Pearson was "Advocate for Women" under Chancellor David Scott but the position was eliminated under Chancellor Lombardi. It was noted that most faculty senate councils have a staff point person who pulls together data, schedules meetings, etc. This tends to keep member less burdened and more involved.

3) General clarification was made: If SOWC and SOMC become subsumed by the new Ad Hoc Council on Diversity, Equal Opportunity, and Civility (ADEOC), they would need to go through ADEOC to make any proposals for change. The question was raised as to whether this would allow the voices of women and minorities to come through on campus matters.

4) Concern was raised about Lombardi's report and how it ignored women's issues. It refers only to racial diversity. It doesn't consider low income or disabled populations, for instance.

5) Ernie May pointed out that CDSJ and the Diversity Report are grabbing much of the administrative excitement these day. There is little need for 3 or 4 different groups to be driving at the same issues.

He reviewed the checks and balances system on campus, from faculty to administrators to trustees, and up to the state and federal level. He added that “No group has complete power.”

6) Tom Brashear, Chairperson of SOMC (in attendance but on sabbatical this semester), recalled the difficulty in getting people involved in the council in the past. It was also difficult to get access to information on campus about diversity statistics and issues. He believes that both councils have distinct nuances. Big issues can be handled by a merged input but other issues should be addressed by the individual council. Generally agreed that the two councils should remain separate. Considered whether the Provost or the Chancellor could be the point person.

7) Attendees discussed the two councils not joining the ADEOC because it would likely dilute their purposes. The idea that keeping the 2 councils separate will mean 2 groups presenting together - a stronger presence with common goals.

8) It was pointed out that voting to support the ADEOC wouldn't mean the dissolution of the two councils.

9) There is also the possibility of phasing out the two councils over time.

10) What would the advantages be of joining the ADEOC? More cooperation from upper administration; more persuasive power; higher functionality; now that the Diversity Commission is over, there is a need to continue to monitor and support the administration or “hold their feet to the fire.”

11) Timeline for responses to the Diversity Report fall into three categories: the 4/22 deadline, dialogue phase, and the monitoring that will take place after the Report is complete.

12) It seemed unproductive (to most present) to dissolve the two councils that uphold the values/actions that the Diversity Report emphasizes. A motion was made to table the decision for a year, to reactivate the two councils, and revisit the question in light of the forthcoming Diversity Report:

15 in favor

2 abstentions

1 opposed

13) A sub-committee was formed to write the response to the Diversity Report: Michele Klingbeil, Eve Weinbaum, Nancy Patteson.

Meeting concluded at 1:25 pm

Minutes respectfully submitted by Madeleine Charney,  
Reference Services Librarian, W.E.B. Du Bois Library