

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30AM, Monday, April 1, 2019

Room B, The Graduate Life Center

Our meeting is located on Monacan and Tutelo land.

PRESENT: Andrew Alston, Veronica Montes for Yolanda Avent, Ellen Banks, Elysia Budu for John Livingston, María del Carmen Caña Jiménez, Alicia Cohen for Menah Pratt-Clarke, David Clubb, Maia Greene-Havas, Khaled Hassouna, Mae Hey, Kimberley Homer, Deyu Hu, Chris McCullough, Christa Miller, Kelly Oaks, Kase Poling, Elizabeth Spingola, Jim Dubinsky for Christine Tysor, Diana Bairaktarova for Bevelee Watford, Davon Woodard, Rachel Woodson, John Gray Williams.
Guests: Jackson Ribler

REGRETS: Nikos Harasty, Sarah Leftwich, Polly Middleton, Tracy Newton (with notice), Anthony Scott (with notice), Pamela Vickers.

WELCOME AND INTRODUCTIONS

Kimberley welcomed everyone and began a round of introductions. There was no Zoom session because the audio equipment needed for a room of that size was not available. Parking near the GLC was scarce, causing a late start to the meeting, but those attending were congenial.

HISPANIC CAUCUS UPDATE

María del Carmen Caña Jiménez gave an update on the Hispanic Caucus. They are discussing changing the name to the Hispanic Latinx Caucus. She described a Pathways grant, and the growing popularity of the Cultural and Community Center's [El Centro](#), included on campus tours for job candidates. Veronica Montes, El Centro director, noted that new students are coming out for each Comida y Comunidad (the first Tuesday and last Wednesday of every month at noon in El Centro).

LBGT CAUCUS UPDATE

John Gray Williams gave an update on Banner changes to allow gender-inclusive pronouns, different designations for sex, and preferred names; efforts on gender-inclusive housing options and all-gender restrooms, the climate survey, and many events coordinated by the [LGBTQ+ Resource Center](#), especially during Pride Week, April 1-8. Much work remains, but as Friday's [Denim Day's 40th Anniversary](#) commemorates, much has changed.

SGA RESOLUTION IN SUPPORT OF ACCOMMODATING RELIGIOUS AND CULTURAL ABSENCES

Kase Poling read the resolution as approved by the SGA, and Jackson Ribler of Hillel provided context. Kimberley noted that the resolution path to University Council will flow through the Commission on Student Affairs, and CSA representative Elysia Budu encouraged them to get this on the CSA agenda if they had not already done so. Members offered helpful suggestions on wording such as "minorities," context, and definitions of "calendar" and "accommodation." Davon mentioned [U.C. Berkeley's Center for Teaching and Learning](#), which has this statement:

2. ACCOMMODATION OF RELIGIOUS CREED

In compliance with Education code, Section 92640(a), it is the official policy of the University of California at Berkeley to permit any student to undergo a test or examination, without penalty, at a time when that activity would not violate the student's religious creed, unless administering the examination at an alternate time would impose an undue hardship which could not reasonably have been avoided. Requests to accommodate a student's religious creed by scheduling tests or examinations at alternative times should be submitted directly to the faculty member responsible for administering the examination.

Reasonable common sense, judgment and the pursuit of mutual goodwill should result in the positive resolution of scheduling conflicts. The regular campus appeals process applies if a mutually satisfactory arrangement cannot be achieved.

The link to this policy is available in the [Religious Creed \(link is external\)](#) section of the Academic Calendar webpage.

Religious Holidays Calendar

A [2018-19 Religious Holidays Calendar](#) has been compiled and is now posted on the Center for Teaching and Learning's website. This calendar will be updated on an annual basis to assist faculty and staff in course and activity planning and to reference in the accommodation process.

Mae Hey and Alicia Cohen provided excellent testimony about the inadequacy of a standard calendar to predict cultural absences, and the importance of advocating for these students.

ANNOUNCEMENTS

Elizabeth Spingola invited all interested persons to use the hashtags #greataccess2019 and #inaccessibility to tweet about how far out of your way an accessible path, accessible restroom, accessible signage and instructions take you.

NEXT MEETING

The next CEOD meeting will be on Monday, April 29, 2019, at 10:30 a.m. in the Graduate Life Center, Room B.

Appreciation to Andrew Alston and Alicia Cohen for logistical support.