Meeting Minutes: Tuesday, March 8, 2016
the Student Life Center, Board of Trust Room

Present
Boyce, Kim
Boyd, Barbara
Brady, Al
Brassil, John
Burnett, Karen
Carlson, Robin
Carney, Kathy
Christian, Briana
Darling, Shelley
Dixon, Michele
Donahue, Laurel
Foutch, Leslie
Heaton, Ashley
Henderson, Eugene
Johnson, Faye
Johnson, Judy
Jones, Eric
King, Amanda
Lester, Frank
Loudon, Jeff
Newell Tanish
O’Leary, Ali
Parkinson, Kyle
Pring, Michael
Pulcini, Ally
Ramos-Lewis, Andrea
Reynolds, Dana
Roberts, Janet
Robinson-Wright, Monique
Rose, Susan
Sanchez, Monica
Schmittou, Lorna
Smith, Amy
Smith, Susie
Soren, Carol
Stanard, Ray
Street, J.J.
Teaford, Jeremy
Thomas, Anna
Turney, Kerrie
Washam, Glenda
Weisbrodt, Cathy
Wocher, Melissa
Young, Deirdre

Did Not Attend
Ashton, Zeben
Bailey, Christina
Behnam-Gilani
Bonner, Stacey
Brown, Kenneth
Carney, Tara
Clark, Maura
Dean, Mary Ann
Ely, Courtney
Engstrom, Steven
Fox, Anita
Goode, Donald
Grabiel, Chris
Hamilton, David
Jeter, Wynn
Kasinger, Jake
Kissinger, Lauren
Lammers, Lillian
Latham, Vickie
McKinney, Rhonda
Miltner, Damon
Pepper, Ronnie
Richter, Andy
Ruiz, Carlos
Seezen, Karen
Siegel, Charlotte
Vazna, Stella
Wall, Anne
Williams, Dustin
Zidan, Debbie

Sent Regrets:
Campbell, Linda
Choate, Corey
8:30 a.m. Vice President, Al Brady, called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS
• Motion to approve February meeting minutes approved.

COMMITTEE HIGHLIGHTS & REPORTS

Events, co-chairs Michael Pring and Kerrie Turney
• *Share the Love Food Drive* - The food drive was a great success. The committee thanked everyone who participated, especially plant ops for collecting the boxes of food. The total weight will be calculated and the number of families who will benefit from the drive will be announced as soon as it is known.
• The committee is working on some upcoming events and will have more information about them at the next meeting.

Staff Life, co-chairs Andy Richter and Al Brady
• Nothing to report.

Membership, co-chairs Susan Rose and Anna Thomas
• March birthdays: Barbara Boyd, Linda Campbell, Amanda King, Ally Pulcini and Melissa Wocher.

Communication, Jenny Mandeville
• Nothing to report.

Rules and Administration, co-chairs Melissa Wocher and Vickie Latham
• Nothing to report.

Standing Committees

Benefits
• Nothing to report.

Traffic & Parking
• Has moved to 2800 Vanderbilt Place.

Athletics
• Nothing to report.
**Eileen M. Williams, Give for the Gold. Giving Day April 21, 2016**

- Purpose: To bring the entire community together as one to celebrate Vanderbilt and impact its future, have the best single donor participation day in Vanderbilt history, and set a new record of 4,200 gifts.
- The highest number of gifts ever has been 4,155 – the highest number of gifts during the month of April has been 1,400. Shooting for 4,200 gifts on giving day this April.
- The look of Giving Day is Gold, Tagline: Give for the Gold #give4thegold. Midnight kickoff at the stadium involving university students.
- Campus will be transformed to Gold for the day, Sarratt promenade will have stations and food, online event is mobile friendly.
- Things you can do to help on Giving Day: volunteer as a Giving Day Ambassador, wear gold, drop by Sarratt promenade on April 21, post a selfie with your “I Gave for the Gold” sticker, and spread the word.
- Mark your calendar, register as a volunteer at Vanderbilt.socialtoaster.com and check out volunteer resources at vu.edu/givingdayresources.
- One week out: watch your email for sharing content, change your profile picture to gold, and spread the word to your coworkers.
- On April 21 – make your own gift – vu.edu/givingday, take a selfie and share online, and encourage as many people as possible to participate.
- There will be lots of information available including handouts and flyers.

**Guest Speaker: George C. Hill, Chief Diversity Office and Vice Chancellor for Equity, Diversity and Inclusion**

Equity, Diversion and Inclusion – Major Priority for Chancellor Zeppos.
- Chancellor Zeppos – August 27, 2015 - “If Vanderbilt does not address issues of diversity, inclusion and culture, and instead acts like everything is just fine, it will fail as an institution. This is a project of great importance. It is the most important things I’m going to be spending my time on. At the center, it’s really a matter of race. It is America’s most fundamental challenge.”

Workplace Diversity Tour, Nashville, TN
- Chancellor Zeppos – October26, 2015 - “Diversity is central to what we do and is an exciting part of our mission. Learning doesn’t happen I a classroom filled with people who all have the same backgrounds. We need voices with different stories and different viewpoints. It can be uncomfortable at times to challenge people’s assumptions, but those conversations are central to how people learn.”

Recent Proactive Steps
- Appointment of Vice Chancellor and Chief Diversity Officer.
- Appointment of associate dean in Peabody and Engineering.
- Provost Committee recommending new University courses designed to advance diversity and equity.
• Establishment of Center for Student Wellbeing.
• Establishment of VU Diversity, Inclusion and Community Committee.
• New Assistant Director for access and inclusion joins the staff of the Psychological and Counseling Center.

Office for Equity, Diversity and Inclusion Mission Statement
• To initiate, promote and support with partners equity, diversity and inclusion in institutional programs at Vanderbilt University for students, faculty and staff.

Guiding Principles
• Leadership, Collaboration, Change Agent, Advocacy, Initiation, Sustainable, Evaluation, Representation, Transparency and Community.

What is next?
• What are staff issues related to equity, diversity and inclusion?
• Where do you see Vanderbilt needs to change?
• How do we talk about differences of race, religion and culture?
• Are the challenges in these areas separate from doing our jobs in our departments?
• What has all this got to do with Vanderbilt being outstanding?

Suggested Book
• Strong Inside, Andrew Maraniss. About Perry Wallace and the collision of race and sports in the South. All freshmen will be reading this book.

VU Committee on Diversity, Inclusion and Community
• Work of the Committee – to ensure thriving and not simply surviving; to insist on inclusion not exclusion; to be self-aware and not self-satisfied – is essential. There is much at stake.
• Our excellence and indeed our very existence as a great research university depends upon our being at the forefront of having challenging conversations and forging bold and creative solutions.
• “We should not underestimate the work ahead. It will present many difficult moments. Yet we have distinct advantages. We are a scholarly learning community, and thus we can be passionate, thoughtful, and insightful in our discourse and strong disagreements.” – Chancellor Zeppos.
• The committee will submit a report to the Chancellor in July 2016.
• The Process: Advisory Committees – Town Halls – Circulation of Drafts

On November 17, 2015 – Students (Hidden Dores) arrived at Kirkland Hall to give Chancellor Zeppos a list of demands:
• Mental Health, Curriculum, Staff, Accountability and Policy
• Hidden Dores (Minorities Rendered Invisible at Vanderbilt)
  o Initiated from a desire to highlight the experiences of students of color on Vanderbilt’s campus, the Hidden Dores Movement began in the spring of 2014 as a photo campaign to display instances of marginalization on campus.
Now the organization has grown to encompass several committees that work to induce structural change in our university and stimulate conversations about the identities and marginalization of students of color at Vanderbilt.

“I would add that our students are amazing, and that some who formed, joined, and lead Hidden Dores have now stepped up and are publicly leading and in dialogue with us. There is a lot of risk associated with their actions as young people and we should applaud and support their call for equity and inclusion, but also their move into the public sphere. At times there is going to be disagreement on issues but for them to identifiable lead and dialogue is in the best traditions of calls for change…I commend them. – Chancellor Nick Zeppos, December 5, 2015

Top Priorities:
- Establishing a timeline for progress.
- Student Advisory Committee established.
- Listening sessions around campus.
- National diversity experts visit in spring.
- COACHE Faculty Survey ongoing.
- Diversity snapshot prepared.
- Annual Vice Chancellor and Dean’s report card.

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- What are staff issues related to equity, diversity and inclusion?
- Where do you see Vanderbilt needs to change?
- How do we talk about differences of race and religion and culture?
- Are the challenges in these areas separate form doing our jobs in our departments?

Contact information: george.c.hill@vanderbilt.edu, 401 Kirkland Hall, 615-343-2644.

A question and answer session concluded the presentation.

**CLOSING**

Our next meeting will be Tuesday, April 12, 2016 in the Student Life Center, Board of Trust Room. Guest Speaker will be Associate Vice Chancellor, Barbara Carroll, Chief HR Officer.

Meeting adjourned at 9:59 a.m.