Ubuntu Committee Minutes, Sept 11

Present: Erin James (Chair), Lysa Salsbury, Robert Heckendorn, Eric Matson, Carolyn Todd, Julia Keleher, Aarika Dobbins, SJ Jung

Potential Topics:
1. ADA Compliance for Online Classes:
   Aarika introduces issue of ADA compliance. BBLearn is already set up with ADA compliance - the only issue here is that instructors are responsible for providing captioning for videos, etc. She explains that students need to self-advocate, but she would like to establish a system to let instructors know in a better way. If instructors don't use BBLearn, we need to work on a case-by-case basis (analyzing tools such as blogs, etc). Robert inquires about various tools in class that might not be ADA compliant, which suggests that the issue might stretch beyond online classes. Robert plans to ask around to inquire about the compliance status of various tools. Aarika explains that we offer in person captioning for students with hearing needs. SJ asks if there is a tool that the ASS office could provide instructors before the semester begins to notify them who their students are and what the needs of those students are.

Action Items:
- Compliance issues of in class tools
- Better communication system between ADA office and instructors
- Improved close captioning system for videos

2. Health Care/Benefits
   Julia reviews concerns about accessibility of health care options for transgender and gender nonconforming students, faculty, and staff on campus: medicines and hormone treatments not covered, difficulties in finding doctors who will provide treatments, complications with insurance coding, etc. Julia volunteers to research policies at peer institutions. She explains that another health care issue is reproductive treatments for same sex couples (i.e.: in vitro fertilization, surrogacy, etc). She will also look at these policies at peer institutions. She stresses that these are recruitment and retention issues.

   Lysa explains recent discussions with faculty members and students about maternity leave. She reviews the current policy and some of its shortcomings (no coverage for part time employees, etc). She explains a proposal that went through faculty senate last year to introduce mat leave to 16 weeks, which was not approved by President Staben. However, faculty and staff who are co-parenting can now each have 12 unpaid weeks of leave. Lysa explains that this is also a recruitment and retention issue. Aarika asks about maternity leave options for students. Lysa is not sure of the current policy but will look into it. Lysa suggests a university-wide policy concerning maternity leave for students.

Action Items:
- Advocate for better health care coverage for transgender and gender nonconforming students, faculty, and staff.
- Advocate for better maternity/paternity leave options for faculty, staff, and students.
• Research peer institution policies on maternity/paternity leave and health care coverage for transgender and gender nonconforming students, faculty, and staff.

3. Space on Campus
Lysa reviews the ongoing project of establishing lactation rooms on campus, which last year resulted in the conversion of TLC027 into the campus' only dedicated lactation room. This joins two other rooms on campus in which mother can nurse: a request-based multiuse room behind the desk at the SRC, and the library of the Women's Center, which can be converted into a private space. The new education building and IRIC both have lactation rooms in their blue prints. Robert suggests advocating for a modification to the room that would provide for a water source. He also suggests a sign-up sheet for the room to survey who is using it and how we might improve the facilities for those users. Lysa explains that the Women's Center has been burdened with the responsibility of cleaning the room. She asks who will be responsible for collecting the clip boards, etc, if we run the survey. She suggests some clarification of oversight on who is responsible for maintaining this room. Lysa identifies a space in the Memorial Gym that would make a good lactation room. She will inquire about converting this space. Jeff Dodge had volunteered to look into space in the college of law. SJ notes that establishing a meditation/prayer room is a retention and recruitment issue, especially as the student population who would use such a room is growing.

Action Items:
• Identify other spaces on campus that could be converted into lactation rooms and advocate for their use for this purpose.

3. President's Diversity Council Liason
Lysa explains a need for better communication between Ubuntu and the President's Diversity Council (PDC). Robert inquires about the different roles of Ubuntu and the PDC -- do we need both committees? Should we talk about merging Ubuntu with PDC? How do we distinguish ourselves with the PDC?

Action Items:
• Reserve time in Ubuntu agendas for updates from the PDC
• Examine the functions/role of Ubuntu and the PDC

4. MLK Contest and Ubuntu Website
Reserve discussion for October meeting.

Action Items:
• Committee members will review the Ubuntu website before our next meeting.

Other Ideas:
Robert notes desire in computer science dept to recruit a more diverse population of faculty and students. SJ states that the college of engineering has the same problem. Lysa explains that this might be an issue with the PDC; she will follow up about the status of diverse recruitment guidelines.
5. Schedule Meetings for the Semester:
   October 16, 1:30 - 2:20
   November 6, 1:30 - 2:20
   December 11, 1:30 - 2:20