

Senate Diversity Council Minutes

Friday, September 18, 2026

Present: Arnold, Jeanne; Clarke-Anderson, Kathleen; Guerrieri, Gina; Harkins, Elizabeth; Hong, Carrie; Jaime, Christie; Siqueira, Ana Cristina; Tettey, Naa-Solo

Carrie Hong, Vice Chair of the Senate, charged the Council with its priority charges, then left the meeting.

The Council's priority charges are:

- 1) Initiate the formal approval process for campus affinity caucuses.
- 2) Guide and support faculty and staff in establishing affinity caucuses across campus.

Guerrieri emailed everyone a copy of the Affinity Groups Guidelines document which was approved last academic year by the President's Cabinet and the Faculty Senate.

Guerrieri asked for someone to volunteer to be Chair of the Council, as she wants to step down. No one volunteered. She then said she'd continue as Co-Chair if someone would volunteer to be the other Co-Chair (and then Chair in Spring 2027 when Guerrieri is on sabbatical). Clarke-Anderson volunteered.

It was suggested that the Council hold an information workshop to clarify the process for interested faculty and staff members, and to compose a handout to give those who can't make it to the workshop.

It was suggested that an editable copy of the Affinity Groups Guidelines be sent to the Council members so that everyone can make notes about areas in the document that need clarification in the information workshop.

Some questions arose about the nature of the affinity groups. Are they to provide empowerment? Are they a forum for grievances? What if there is an "unacceptable" group that wants to form an affinity group?

Arnold said that there are mechanisms for grievances (like going to H.R. or the Union) and that these groups are more for keeping the lines of communication open. Clarification and an example of such were requested.

Arnold offered that last year several Jewish faculty and staff had concerns and that, after several conversations, the Administration created a policy which hopes to address their concerns. She said that these groups were an example of what an affinity group might be.

It was suggested that, if sufficient changes were deemed necessary to make to the Affinity Groups Guidelines document, that we restart the approval process and resubmit a new draft to the Cabinet and Senate.

The meeting adjourned at 11:10a.m.

The next meeting will be at 10:00am on Friday, October 2, on Zoom.