IUPUI STAFF COUNCIL

Staff Council Minutes
March 21st, 2018
Campus Center CE 409 ~ 2:00-4:00 p.m.


Members Absent or Excused: David Adams, Sally Atcheson, Michelle Benberry, Kimberley Coles, Susan Corrie-Franklin, Amanda Briggs, Gary Curto, Carol Dill, Cathy Zappia, Beth Young, Liz Whitaker, Dana Gonzales, Eric Hamilton, Tabitha Hardy, Michelle Haug, Marj Hopper, Mary Ann Kershaw, Joshua Peaslee, Rebecca Pope, and Pat Rhodes.

Agenda Item I: Welcome and Call to Order
Kristy Beach, President, beachka@iu.edu

IUPUI Staff Council President Kristy Beach called the meeting to order at 2:05 p.m.

Agenda Item II: [Action Item] Adoption of the Order of Business for the Day
Kristy Beach

The agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item] Approval of Minutes of the February 21st, 2018, SC Meeting
Kristy stated that the February 21st minutes had been sent out and placed in the box account. She then asked if anyone had any clarifications or any requests for revisions, changes, misspellings, or punctuation errors. Lisa stated that there were no corrections noted. With that, the February 21st minutes were approved as written and entered into record.

Agenda Item IV: Report from the President
Kristy Beach
Kristy reported the following:

Happy winter/spring. Welcome to Indiana!

Special thanks to Camy Broeker for the Women’s basketball tickets on Thursday, March 15. We had so much fun! Unfortunately the Lady Jags lost by two in the last few seconds to Purdue.

Look for more opportunities in the future to attend campus events.

Social media update - since we revamped our Facebook and added Twitter and Instagram - we now have 48 on Facebook, 58 on Twitter and 91 on Instagram! Keep up the good work. Thanks to Aimee Brough for her work in making this happen.

Election update - Unit rep nomination emails have gone out. The deadline is March 30th to let Lisa know if you want to be on the ballot or not. Voting will begin on April 9th. Executive Committee nominations will be in April, if you are interested in serving on the Executive Committee - please self-nominate. At the May meeting, all nominees will be given an opportunity to give a brief bio and why they want to serve on the Council. Voting will be done in June.

New position on Executive Committee - It was presented and voted for approval that a Treasurer position will be added to the Executive Committee. This role will make recommendations on behalf of Staff Council as related to available funds for expenditure. Recommendations will be presented to the Executive Committee and voted on for approval. With an interest in maintaining and monitoring the Staff Council budget. For the remainder of the 2017-2018 year, I have appointed Tim Roach. For the upcoming elections, it will be added to the ballot.

Lisa sent out the RSVP for the Staff Development Mini-Conference. Please make sure, if you haven’t already that you send this opportunity to your constituents. This is our biggest event that we share with all staff on campus. We are still looking for speakers if you are interested, please submit a proposal by the deadline of April 16.

Kristy’s “Did you know?” segment: March Madness

- Kansas City, Missouri, has hosted the Final Four more times than any other city, providing the forum 10 different times since the tournament’s 1939 inception. Indianapolis has made up a ton of ground, hosting all seven of its tourney finals from 1980 to present day. Indianapolis, now home to NCAA HQ, is officially designated to host every five years.
- While Indianapolis gets to have all the fun, whole states have never hosted even a single tournament game. Among them, Alaska, Delaware, Hawaii, Maine, Mississippi, Montana, Nevada, New Hampshire, North Dakota, South Dakota, Vermont, and Wyoming.
- Harvard holds a lot of records when it comes to academics, but the one it holds in tournament history is less distinguished. The university owns the single longest drought between appearances, earning a pass to March Madness in 1946 then failing to appear in the tournament for the next 66 seasons. It finally got back on track by winning the Ivy League division in the 2011-12 season.
- Up to 20% of Americans will fill out pools this year, resulting in millions of distracted workers and, according to US. News & World Report, $4 billion in lost productivity.
The tournament allows no ties. This fact was particularly consequential (and time consuming) in both 1956 and 1961, two years in which a game was decided in quadruple overtime.

Only three men have won an NCAA championship as both player and coach: Joe. B. Hall at Kentucky, Bob Knight at Ohio State and Indiana, and Dean Smith at Kansas and North Carolina.

Even rarer still is the feat that only Larry Brown has achieved. In 1988, he coached the Kansas Jayhawks to an NCAA title. When he led the Detroit Pistons to an NBA title in 2004, he became the only coach to claim both trophies. He still holds that singular distinction.

If you've ever considered filling out your bracket based entirely on seeding, 2008 was your year. This was the only tournament that saw all four No. 1 seeds advancing to the Final Four: Kansas, North Carolina, UCLA, and Memphis showed down before Kansas topped Memphis to claim the net.

The Tennessee Lady Vols have never missed a bracket. They have competed in the NCAA Women's Division I tournament every year since its 1982 inauguration.

Only one man has ever been named the tournament's Most Outstanding Player in three consecutive years. Lew Alcindor led his UCLA Bruins to three of those above-noted consecutive victories (1967-69) before going on to an extraordinary pro career. Of course, you know him better as NBA Hall of Famer and outspoken social critic Kareem Abdul-Jabbar.

Kristy asked if there were any questions. No questions asked.

**Agenda Item V: Report from Human Resources Administration**

**Juletta Toliver, Senior Human Resources Director/Director of Financial Services, jtoliver@iupui.edu**

Juletta reported the following:

Juletta introduced Roberto Carballido who started with IUPUI a few weeks ago and is working in HR as one of our HR business partners. He is also our Latino liaison to the campus and the city. Roberto’s position is part of the welcoming campus initiative to help improve, retain and recruit staff.

The results from the engagement survey that deployed in September are in. Champions from the HR community have gone through a workshop with the OD team and Gallup (survey administer) to learn how to interpret the results. The results are being presented with the respective leaders in schools and units. From now-May 15 there is an action plan to look at results, learn what they mean, look at strengths and where we have opportunities to improve. We would like to do this engagement survey every two years using this year’s results as a baseline.

The engagement survey had a 56% response rate. After speaking to IRDS that is a great response rate especially for our campus because, we have done other surveys. Results show that we are borderline midway. Some areas are high. In a range of 1-5, we are mainly in the 4 range. The results are aggregate and do not identify anyone.

Reminder all individual that participate in the HSA (Health Savings Account) benefits should have received an email about IRS changes. There is no activity required on your part.
Juletta said to refer to the following link as a resources for the new Job Framework Redesign Project that launched this month. We should start seeing results from the feedback sessions soon.


IU Human Resources has launched its job framework redesign project (formerly named compensation redesign). This is an ongoing project and will be implemented sometime in the 2019 calendar. Between now and then we will be reaching out to our partners in all the different departments and units to make sure that job descriptions are current.

Questions/Answers:
- There will be a whole new classification structure. There will be no more PAO and CL classifications. We are trying to simplify so there are not so many titles.
- There will be room to move up for career development.
- This is IU system wide.
- The redesign focuses on university staff appointed positions, including union members; academic positions and temporary/hourly positions will not be a part of this project.
- Is this effecting people making changes now? Juletta says there will be a moratorium for those going through changes now and that date has not yet been determined. As soon as she gets more information she will share.

Juletta asked if there were any other questions. No questions were asked.

**Agenda Item VI: Report from Faculty Council Liaison**

Miriam Murphy, Director, Ruth Lilly Law Library, mimurphy@iupui.edu

Miriam reported the following:

- Miriam shared the good news that after a 3 year process the non-tenure-track (NTT) faculty members vote was universally approved. This will be more inclusive of non-tenor track faculty and add more opportunities for them. It will now go to the Bylaws committee to have the language changed.
- Representatives from the faculty council, campus planning, and the budgetary affairs committees are planning to meet with the Chancellor’s Cabinet to talk about action items generated from the campus conversations.
- A request was made to administration for an assessment plan and recommendations for banded tuition.
- Communications request to admin for creating a communications playbook on best practices on how to communicate among ourselves.
- Engage stakeholders in conversations to get more troops on the ground.
- Ask administration to seek IUSM admin in campus communications.
- Budgetary committee report on how money was spent, how it operates and who is in charge of curriculum for IU online system wide.
- Identify and create a faculty voice from IUSM for academic research and teaching.
• IFC had a request for an ombudsman acting on behalf to mediate or facilitate as an intermediary grievance. This was a concern from the campus conversations. It was voted and the resolution said admin needs to work with IFC to make it happen.

Miriam asked if there were any questions. No questions were asked.

Agenda Item VII: Standing, Ad Hoc, and Other Standing or University Committee Reports
Committee chairs (discussing committee goals/responsibilities)

Faculty Relations Committee Report

The Faculty/Staff Relations Committee met with Margie Smith Simmons, AVC of Finance and Administration on Feb. 14, 2018 to discuss campus pedestrian safety. One of Margie’s charges is to develop policies and procedures to improve campus pedestrian safety. As a committee we posed the below questions in this regard. Margie’s responses are in red. Margie also presented her findings thus far from a peer institution research study and current plans for IUPUI. Both respective Faculty and Staff Relations Committees have been identified as campus stakeholders to assist in implementing facets of this plan. Margie is hosting a meeting on Feb. 20 to discuss the Implementation of IUPUI Pedestrian Safety/Driver Education Campaign planned for rollout in August 2018 and both committees will be presented and represented at this meeting. The meeting include several campus stakeholders to include IUPD, Campus Facility Services, Parking Services, Environmental Health and Safety Services, Student Affairs, IU Communications, etc. A one-stop website is being created to address overall safety on IUPUI’S campus and is being designed to provide a user directed experience so users will be able to find information on all facets of safety to include mental health counseling, pedestrian safety, crime, maintenance, lighting or grounds issues within one-click.

1. Is there opportunity to provide pedestrian safety education during student and new employee orientations?
   a. Yes, part of the campaign is to infuse pedestrian safety training into the student orientation experience. New employee orientations will be considered for feasibility.

2. How can we assist or how do you envision our respective roles as committees to improve pedestrian safety on campus?
   a. As a communications conduit, champion and channels to our respective constituencies.

3. Is there an update on any discussions regarding the speed limit on campus?
   a. Yes, there are discussions with the City of Indianapolis to lower the speed limit from 35 to 25 mph throughout campus. Additionally, several traffic lights/traffic signals on campus are currently undergoing traffic studies.

4. Are there signage opportunities on/around campus to improve awareness/behavior of pedestrians around heavy traffic intersections/streets.
   a. Yes, as part of the campaign, signage will be used throughout campus to include digital signage, door hangers on all residential dorms and various schools around campus, decals on garage gates and skywalk signage, physical signage at major crosswalk intersections.

5. Is the master plan reflective of pedestrian safety? Additional walking paths, safer bike lanes, improved safety protocols/ implementations at crosswalks, etc.
For Approval: 4-18-18

a. The master plan is reflective of the new campus gateways to provide better awareness to drivers as they enter campus.

Special Events Committee Report:

- Call to Order – Aimee called the meeting to order at 2:09 PM
- Chairperson’s Report
  - Monthly Status
  - Update on Volunteer Activities – Based on an earlier survey, serving dinner at the Ronald McDonald House was chosen as the Spring Service Project. More information is needed to know how to proceed.
- New Business
  - Retreat Breakout Ideas – the following ideas were discussed:
    - Tour with DNR guide – nature or historical tour
    - Horseback riding – no price until the stables open in April
    - Putting Green – cannot be reserved for our group
    - Painting – offer two sessions if interest requires
  - Giveaways – to compliment the book “The Dream Manager” given to reps who are attending the retreat:
    - Bags
    - Journal
    - Highlighter with flags
    - Cloud Stress Balls
    - Cloud Post-Its (looking into this option)
    - All ideas will be discussed with Heather Coffey, Bright Ideas rep for availability and pricing
    - Sweet and salty snacks (Sam’s Club or Costco)
  - Blood Drive – April 4th. Kaitlin will contact Dotti for promotional materials. Rachael will broadcast in MedSci. Need to contact Cathy Zappia, Communications Committee, to share campus-wide.
- Old Business
  - Statue of Paw’s Pantry Donations – Donations seem to be meeting need. No feedback from pantry volunteers.
- Status of Retreat – See New Business

[Ad hoc] Staff Development Committee -
Mini Conference update by Patti Holt: Patti has stepped down and Rokeena Williams is filling in as co-chair of the committee. A reminder communication will be going out for a call for proposals for the mini conference. Patti encouraged anyone who is interested to send in a proposal. Registration for the mini-conference is open and is limited to the first 200 guests.

Question: What topics are you looking for with the proposals?

- Our theme is Legos (L: Learning-Becoming a Lifelong Learner | E: Exploring | G: Growing YOU! | O: Overcoming Obstacles | S: Success-What Does Success Look Like for YOU?) The areas that we
are in need of are: Innovation: How to Create and Manage Change & Moving Forward: Marketing YOU! (Building a Strong Cover Letter & Resume)

Staff Development Professional Grants update by Alicia: Next round of professional grants is coming up on April 1st. Since April 1st falls on a Sunday the deadline is extended to 5pm on April 2nd. Keep in mind if you have a conference etc...that you are wanting to attend in the next few months to plan your submissions accordingly. If your event is in April don’t wait until the April grant deadline to submit.

Bylaws Committee-
Update by Tim: The Bylaws are undergoing a complete revision. Some of those changes include 1st and 2nd VP terms, the new treasurer position, and electronic voting for the executive committee. We hope to have these changes to the executive committee by the next meeting for a reading and then voting.

Lindsey wanted to share a document that she has put together that staff could use as a resource for information. She said there is not a central location for growth opportunities, information about onboarding, retention, etc... Do we want to be a conduit of this information or leave it to HR.? Lindsey would like to keep this alive if the information is valuable. Moving forward we could add these hyperlinks to our website and direct people to our website as a resource. There are so many resources available that people are unaware of.

Marianne wanted to highlight the University Club. There is a $40 membership. Please visit the University Club website to get membership and activity information: https://universityclub.iupui.edu

There were no other committee reports.

Agenda Item VIII: Question and Answer Period
Kristy Beach

There were no questions submitted.

Agenda Item IX: Unfinished Business
Kristy Beach

In November, we had our collaboration activity and after that meeting, Lisa made a list of all the ideas that were generated. As an executive committee, we separated these ideas into two groups: immediate and future. We then ranked them in priority and the following are the results. We will continue to revisit this list and share their outcomes as they happen.

Collaboration Activity Results:

Please rank the following ideas (in green) in order of importance to focus on/complete for the immediate future. (1 = Most Important, 5 = Least Important)

#1 Higher visibility for staff council across campus. Presence at special events
#2 Staff recognition (i.e. website feature)
#3 Better blood drive communication
#4 Video sound bites of meeting recap
#5 Snacks at Staff Council Meetings

Please rank the following ideas (in blue) in order of importance to focus on/complete over the next few years. (1 = Most Important, 10= Least Important)

#1 Consistency across department/schools with Human Resources
#2 More mini-conferences for Prof. Development (i.e. another in the fall)
#3 PTO bank to share with other staff
#4 IUPUI funding to engage constituents (i.e. ice cream social or other events)
#5 Get rid of tuition fees for staff/employees
#6 Staff Emergency Fund
#7 Flexible work options policies
#8 Staff Council Fundraiser
#9 Staff Council Representation with the School of Medicine Transition
#10 Petty cash fund for incidentals

Agenda Item X: New Business
Kristy Beach

There was no new business to report.

Agenda Item XI: Update from the Vice Chancellor for Finance and Administration
Camy Broeke, Vice Chancellor for Finance Administration, cbroeker@iupui.edu

Camy reported the following:

The second round of the Welcoming Campus Innovation Fund proposals are due this Friday, March 23rd. If you are planning to submit a proposal, please get it in.

Camy wanted to remind everyone that our campus would be conducting another survey. This survey is from the Chronicle about great Colleges to work for. There were around 601 random faculty/staff that were selected to be a part of the sample. This is a survey for faculty and staff, if you were chosen to be part of the sample, Camy encourages you to take part. This is just for the IUPUI campus. Last year’s survey served as a baseline and this is the year we will get data. Please don’t confuse this survey with the Engagement Survey that was administered by Gallup.

Camy asked if there were any questions. No questions noted.
Agenda Item XII: [Information Item] Inclusive Excellence Discussion
Karen L. Dace, Ph.D., Vice Chancellor for Diversity, Equity, and Inclusion, kdace@iupui.edu

Etta Ward, SCDEI Committee Chair, introduced Dr. Dace and gave a brief bio of her background and accomplishments.

Dr. Dace gave the following presentation on Inclusive Excellence:

A Start: Basic Concepts

Basic Definitions - we talked about what each of the terms below mean and what examples would be:

- Diversity —
  Being invited to the party

- Inclusion —
  Being asked to dance

- Equity is preferred to equality in most circumstances — why?

Equity is meaningful - we talked about what the difference between equity and equality is and the following picture is a visual example.

EQUITY LOOKS LIKE... This for some people...
Micro-Aggressions – Dr. Dace explained what micro aggressions were and then showed the following video to give us a better understanding: https://www.youtube.com/watch?v=BJL2P0JsAS4

Unconscious/Implicit Bias Explained – Dr. Dace explained what the term Unconscious/Implicit Bias means and showed the following video for a better understanding: https://www.youtube.com/watch?v=dVp9Z5k0dEE

Application—

At this point, we broke into 4 small groups for an exercise. Groups were formed by just splitting the room into fourths. Each group was given their own scenario. We were asked to look and discuss the following when reading and talking about our given scenario:

- Can you find the Micro-Aggressions and Unconscious/Implicit Bias?

The following are the scenarios that were handed out:

Scenario 1

Lisa, an Asian American woman, recently began working at the university. Her position requires her to collaborate with multiple individuals all over campus and on other Indiana University campuses. While picking up lunch in the Campus Center a person in one of the offices down the hall from Lisa leans over and whispers "it must be nice to have your hours." Puzzled, Lisa asks what she means and is told "I see you coming in all times of the day and the light in your office is always off; unless you are in there working in the dark, you have the best work hours of anybody else on campus." At the end of a very
productive meeting on another JU campus, her counterpart on that campus compliments Lisa's dress adding "you're so pretty for an Asian girl." During dinner with some of her campus friends, the discussion turns to the challenges they faced while in school. Brad explains how difficult passing math was for him but turns to Lisa and says "I bet you made a lot of extra money tutoring kids like me in math." Finally, as she turns the lights out of her office and heads toward the parking lot, another co-worker named Bill joins Lisa. Walking toward the parking lot they make small talk discussing the day's events, success of the initiatives they are working on to increase student retention and an upcoming conference in another city. Finally, they reach the parking lot and just as Lisa is about to say "goodnight" to her colleague, he turns toward her and says "I've always wanted to ask you something." Lisa exhales and waits for the question.

"So, where are you from?"
Lisa responds "Lansing, Michigan."
"No, I mean where are you really from?"
"Uh, Lan-sing, Mich-i-gan," Lisa says, pronouncing the city and state slowly.
"No, you don't understand. I'm asking where you were before Lansing ... you know ..."
"So, I was born in Lansing, Michigan."
"Really? So, your parents moved there from ..."
"Well, my father moved to Lansing to go to college. He grew up in New York. But, my mother was already in Lansing because she was born there too. Her mother, my grandmother, was a professor of Asian and Asian American Literature at the university. So, Lansing and New York." Exasperated and annoyed, they are both delighted when her colleague's cell phone rings. They whisper "good-bye" to one another as he answers the phone and she turns toward her ar. But, Lisa overhears the beginning of the phone conversation. "Hi Honey. I was just talking to that Asian girl at work I told you about. Can you believe she wouldn't tell me where she is from?"

Scenario 2

Meredith, a White woman, joined the university 15 years ago in an entry-level position. Over time, she has gradually earned a few promotions. She has also taken advantage of campus-sponsored professional development opportunities with the support of her supervisors. When a department head position opens in another department, she decides to apply with her boss' approval and support. The search committee is enthusiastic about her application and Meredith outperforms all the other candidates in the interview, presentation and written statement about her vision for the department. Only two candidates move forward to the Vice President to whom the position reports-Meredith and Bob. During the final interview with the Vice President, Meredith responds to the questions posed by the VP with ease. He tells her "you really are heads and shoulders better than your competition, I imagine being single with no kids makes it easier for you to put in all the work you do." Aware that the Vice President is approaching a topic that is inappropriate and illegal, Meredith explains that she has worked very hard to avoid burnout that can come from not taking care of herself. She explains that she always takes two weeks of vacation out of town each year, has an active social life with a group of college friends who enjoy golfing and seeing the latest movies. She brags about winning the costume contest at their last Academy Awards Night Party and how tired she was the following Monday. "In short," Meredith, explains, she has "found a way to have the often eluded work-life balance." The Vice President leans
forward and says "that's all well and good but I have to believe being single has given you an edge over your competition." Noticing Meredith's discomfort, the Vice President explains, "oh, don't get me wrong. I'm on my second wife. I know how hard marriage is and ... that it's not for everyone. Or ... you know ... some people, maybe you are among that group ... you know ... cannot even get married, I don't know ... It's not my business." Meredith is aware that she is being asked to clear up the VP's confusion about her sexual orientation. How is it possible that someone as attractive as Meredith hasn't landed a husband by now ... unless she doesn't want a husband, he wonders out loud. Although she is straight, Meredith resists sharing that fact during the interview. Obviously frustrated when he doesn't receive an answer to his question, the VP quickly draws their meeting to a close adding "it's too bad you don't have a family ... you know ... some kids. Bob has three kids, one with special needs and his wife doesn't work." After a few days, the Vice President announces the appointment of Bob to the Director position. Over lunch with some friends, Meredith learns that the Vice President chose Bob for the position because he had the greatest need for a pay increase. The VP had been overheard complaining that he just could not justify promoting Meredith, paying her more money just so she could travel around the world and play golf with her friends.

Scenario 3

Luiz, a Latino supervisor in a medium-sized office on campus has been afforded the opportunity to represent his entire division by attending various workshops, trainings and conferences on diversity, equity and inclusion. After each of those experiences, he has returned to campus to share information about how other departments like his on campuses around the country are "leveraging diversity" to improve employee productivity, morale and curb turn-over. Most recently, Luiz attended a conference where one of the speakers discussed research demonstrating that diverse work teams make better decisions than non-diverse teams. Mary, his immediate supervisor discusses some of the initiatives Luiz has learned with the Assistant Vice President to whom she reports. Mary is thrilled to report that the Assistant Vice President wants Luiz to make a 60-minute presentation during the next division meeting. Luiz spends several hours, outside of the workday, gathering materials and handouts for his presentation. He develops a PowerPoint and learns to embed video clips and practices his hour-long presentation in front of his family. Luiz reaches out to some of the trainers and speakers he has learned from while attending conferences and workshops seeking their guidance, explaining "I only have 60 minutes to make an impression and I want it to be great!" Two days before the big meeting the Assistant Vice President calls Luiz to thank him for all of his work and enthusiasm. Unfortunately, the Assistant Vice President explains, some more pressing issues have come up that require cutting Luiz's presentation from 60 to 10 minutes. He adds, "looking down the road, there just doesn't seem to be time for the length of presentation you think we need to hear during any of our future meetings." Instead, the Assistant Vice President offers to try to remember to announce that Luiz is available for one-on-one discussions, perhaps over lunch or after work, if anyone in their division has any interest in hearing more about diversity.

Scenario 4

The Vice President for Human Resources has been called in to consult with a Dean about a recent search for a non-academic associate director in a multi-million dollar NSF grant. The Dean is concerned about the search committee's deliberations about finalists for the position. The committee has suggested that
the Dean "fail the search and start again." They have serious concerns about the two candidates who turned out to be their finalists. The first candidate, the Dean has been told is unacceptable due to what the committee found to be her unpleasant attitude and dishonesty. Specifically, the committee had an issue with the name this candidate listed on her resume which doesn’t match the name listed in official documents. The search committee chair informed the Dean that "on her resume it says her name as 'Ura" which is strange enough. But, when we looked at the rest of her paperwork, we learned Ura is short for Uranchimeg, which means artistic beauty in her culture." Although some committee members wanted to un-invite Ura to interview on campus, they moved forward anyway. The committee was pleased with Ura's interview and presentation. Many were prepared to overlook what they viewed as her "original dishonesty." However, they all changed their minds when Ura reacted negatively to their compliments about her presentation. The committee chair elaborated "all we said was how amazing her presentation was, how surprised we were that she was so articulate; we asked her how she became such a good speaker, considering." Apparently, Uranchimeg did not find their comments about her speaking ability complimentary and shut their discussion down by asking "why wouldn't I be articulate?"
The second candidate, George, was "perfect in every way during the interview. He was knowledgeable, had great ideas and experience. His presentation was almost as good as Ura's presentation." But, the committee ran into a snag during their check of George's references. Although every one of the individuals on George's reference list spoke positively of him as an employee, supervisor and collaborator across units, one flaw emerged. His previous supervisor spoke glowingly about all the work George did with one of the company's employee affinity groups. The person checking the reference chimed in that "we have affinity groups on our campus too," as she began thinking about the various employee affinity groups on campus. However, her enthusiasm for George as a candidate died when his former supervisor continued that "there wouldn't be an LGBTQ affinity group at their company had it not been for all of George's work and lobbying of senior executives to make it all happen." During his meeting with the entire committee, the Dean was informed that neither candidate met their standards. The committee chair concluded "someone with an attitude like Ura's would be a disaster. As for George, we just don't care for what he represents."

What can we do about these issues in the workplace? IS THERE ANY HOPE?

**Dealing with Micro-Aggressions...** Dr. Dace talked about ways we can deal with these situations in the workplace and then showed us the following video: [https://www.youtube.com/watch?v=f83xc1sM_j4](https://www.youtube.com/watch?v=f83xc1sM_j4)
Making the Unconscious Conscious - Dr. Dace talked about what this statement means and then showed us the following video: https://www.youtube.com/watch?v=NW5s-Nl3JE

Dr. Dace talked to us about free tests that we can take to see if we have any implicit biases that we may be unaware of. The following Harvard Implicit Association Test (IAT) are free and available at the following link: http://implicit.Harvard.edu/

Free IAT's on:
- Religion
- Arab-Muslim
- Native American
- Race
- Gender in Science
- Sexuality
- Weapons
- Skin-Tone
- Ability/Disability
- Weight
- Age
- Gender & Careers
- Asian Americans

Dr. Dace said she knows this was a lot of information in a short amount of time. She said this was a good beginning and this isn’t even the start it’s just the tip of the iceberg. It’s not just unconscious bias. We are living in a world of technology/websites/facebook, etc…. How do we go beyond all of it and not internalize.

What other trainings are there? We have folks who do implicit biases. We do have people who can cater to your specific needs. We try to sit down and develop workshops/sessions around what is needed.

Update: The Staff Council DEI Committee has sent out a survey to gauge interest in future trainings, topics and speakers, etc... If you haven’t already, please take a few minutes to complete the survey here and offer your feedback.
Agenda Item XIII: [Action Item] Final Remarks and Adjournment
Kristy Beach

With no further business, appearing the meeting was adjourned at 3:57 p.m. The next Staff Council meeting will be April 18th, 2018, at the Campus Center CE 409.

Minutes prepared by Lisa Elko, Staff Council Coordinator
INAD 4058 / 274-4542 / scouncil@iupui.edu / staffcouncil.iupui.edu/