

## University of Notre Dame Student Senate

January 21st, 2018

Meeting Agenda

- I. Opening Prayer
- II. Roll Call
- III. Approval of Minutes
  - A. Motion to approve: Zach Spitzer
    1. Second: Mark Spretnjak
    2. Vote: All approved
- IV. Executive Announcements
  - A. Corey Gayheart: I would like to see a show of hands if you would prefer meeting on Wednesdays at 6:00 or keeping it on Mondays at 6:00. (*Show of hands: split*).
  - B. Corey Gayheart: If you weren't at the MLK luncheon today, it went very well, and Alyssa was a rockstar on the panel. We need to make sure we are carrying these conversations on throughout our time at Notre Dame. It's our job to make sure those conversations are carried on and expanded. Please make sure we're walking the walk because those things are extremely important in our daily lives.
  - C. Gates McGavick: This Wednesday from 6:00-8:00 there will be a South Bend Involvement fair to find out ways to get involved in the community off campus. We are doing Back the Bend in April to find ways to get involved in the community.
  - D. Bri Tucker: We have a Walk the Walk Week Event called "What Sport Do You Play" About race and educational athletics. There will be a panel of staff and football players. They will be discussing this issue. Dinner will be provided from Las Esperanza and I have posters for everyone.
  - E. Gates McGavick: Next Wednesday from 8:00-9:30 we will be having an event called the "Naked Truth of Dating, Hooking Up and Relationships in College" with author Harlan Cohen.
- V. General Orders
  - A. Presentation on Inclusive Campus Survey -- Erin Hoffman Harding, VP for Student Affairs
    1. Erin Hoffman Harding: My intent is to go through really quickly some highlights of the information that you should have received after fall break. We have about a half hour of time to field questions and offer

suggestions. The most important thing is that I believe it arises from the University's aspirations and our mission. The Latin inscription is "Come to Me All" which is I hope what we can achieve, where everyone feels a sense of belonging. That's why we did it. Specifically, there was a group of advisory committees around student climate (race and ethnicity, and LGBTQ issues on campus). Happily, we had a representative sample of students respond (52%). The first set of questions is a sense of belonging. On the left hand side, "I feel a sense of belonging at Notre Dame" and 85% of student agreed. There were a few other questions with the same nuances. You can see a little fall off in positive results, but in that first category, Undergraduates are more positive, and The most positive groups were Catholic students, First Year Students, STraight Male Students, White Students, and US Citizens. Least positive were Chronic Mental Health Conditions, Permanent Residents, LGBTQ Females, Agnostic or Atheist students, Black or African American students, or Transgender or Non-binary students. I would like to not only see a narrowing of the wide variation in terms of results of different groups on campus. We asked a long series of questions to try and understand whether any adverse treatment had happened on campus. Soberingly, nearly 1/2 of students have experienced some sort of adverse treatment based on an aspect of their identity. 21% of those respondents occurred based on one characteristic while 26% were based on 2 or more characteristics of their background. The most frequent response was around political views, and the lowest quantity was of immigration status. This doesn't give a picture of subsection groups. In each case, the most frequent adverse treatment was verbal comments, but in a couple, such as socioeconomic status, religious beliefs, or disability, there was also exclusion and isolation. This happens everywhere on campus, including academic settings, residential communities, or other on-campus settings (frequent for immigration status, such as dining halls). The most frequent source of adverse treatment was fellow students, ranging from 73% of the time to 96% of the time. Second was academic faculty or instructors or advisors. There's a huge difference between peer-to-peer treatment and academic treatment. It again says that in all places we have work to do together. People said that most frequently, this adverse treatment wasn't reported because it didn't merit official action, they could deal with it on their own, or that it was offered out of ignorance, not our of malice. We are going to do a better job in terms of sharing or reporting options. They also thought that the University wouldn't take action, that I hope we can work on. I would

say that the sense of belonging is not consistent on our campus, and it varies widely and we would like it to increase overall. Adverse treatment is happening widely and we would like to bring that down in terms of frequency. However, 94% of students reported that they are excited and want to be part of a community with a diverse set of backgrounds. We worry about the other 6%, but I want to build on that 94%, which says we can learn from one another and that's why we want to be part of this community. Since this information came out, we did initially a couple of open campus presentations with Laura Carlson and Huge Page. We did four weeks of open office hours. Now we are going to club and organizational meetings where I have been invited. I can come to Hall Councils or different organizations, I really want to do that. Next week, we are inviting student leaders to student-run focus groups. Knowing that I can be accessible as we think about what comes next, sometimes its most comfortable to talk about these with a peer. We are doing nine focus groups and if there's more interest, we will do another set. We will meet with those student facilitators after the focus groups to hear the themes that they heard and suggest ideas for the future. I'm really excited for this semester ahead. Some ideas were suggested today at the panel.

2. Erin Hiestand: You talked about starting to implement these things. Will there be enough time between when you implement them and when the survey is happening again?
  - a) Erin Hoffman Harding: WE will be administering the survey every two years or so, and we developed it ourselves. All we'll know is if we see that movement longitudinally. So I don't know at this point. If we did this in spring of '18, we will do it in the spring of '20. Some things will be no brainers, like knowing where to report, or a Moreau First Year Experience week in the course. So much of this is an ongoing and long-term conversation with bigger changes on campus and we will do everything we can to share information on actions we take but it's not going to prevent us from doing it again.
3. DC Morris: I was going to ask about comparisons to other universities. What inspired you to do this in the first place?
  - a) Erin Hoffman Harding: We don't have any comparative instruments. WE did try one three or four years ago that was offered by a company, but it turns out that the peers that participated were not private institutions and not high academic institutions, and the survey was very surface level. We learned that

we look about the same as everybody else in terms of policy on campus with perhaps some more challenges related to LGBTQ inclusion issues. The two advisory groups went back out again last fall and we couldn't find anything. Virginia Tech is doing a similar survey this spring but it's their first one. If more institutions do this type of survey, we will join them if it's what we're looking for. WE did this because I've worked with these two committees for five years or so, and it's only as good as the groups they represent and their individual experiences, and they said they could benefit from the pulse of campus to help us in areas related to climate.

- b) DC Morris: How does Notre Dame compare in terms of LGBTQ issues?
  - c) Erin Hoffman Harding: There are unique aspects of Notre Dame in how we think about faith formation, but I believe deeply that our mission is an asset not a deterrent in terms of building community. In terms of how we do overall, there is a question that all you will do in March when you're seniors that asks about your sense of community on campus, but we do have Catholic peers in that question, and Notre Dame is ranked first among all academic institutions in that question. By and large, that 85% overall is pretty good comparatively because it's a similar question. I don't think we're dissimilar if we were able to look at the peers comparatively.
  - d) Zach Spitzer: Is there any other information provided in the survey about why they weren't excited to be part of a diverse community?
    - (1) Erin Hoffman Harding: There was no write-in question for that. We had write in questions at the end of the survey. People really want people to be transparent, and we want more interactions between students and administrations to try and open the lines of communication.
4. Daniel Rottenborn: I noticed that 25% of the negative experiences by the LGBT and disability groups came from faculty and staff. I wanted to know if you've done workshops or evaluations with professors?
- a) Erin Hoffman Harding: This is something that's happening everywhere. It's a critical reason that the Deans joined me for other conversations and are starting conversations among faculty. I met with rectors and hall staff. This is all of us rowing together, and they're tremendous partners who have been equally as serious

about sharing information. We're not there yet in terms of specific strategies around hiring professors related to the survey, but I know that each of the Deans have put together their own diversity and inclusion plans and one of the initiatives that the Provost's office is around incentives or mechanisms that could help us diversify our pool of faculty or ensure that the faculty that are on hiring panels are well trained in implicit bias. They are very mindful of those issues.

5. Erin Hoffman Harding: If you're looking to talk in a more personal setting, those focus groups start next week or if you would like to invite me somewhere, [osa@nd.edu](mailto:osa@nd.edu) is a great way to reach me.

## B. Committee Session

1. Corey Gayheart: I'm going to be scheduling a meeting with Committee Chair next week. Please group up and we will reconvene at 6:55 to discuss.
2. Residence Life:
  - a) Laundry issues
    - (1) Flex points
    - (2) Bring up a response from the university
      - (a) Senator response?
    - (3) Draft a letter of some sort
  - b) Talk with Executive Cabinet about dorm equality
    - (1) Look at physical amenities
    - (2) Bring up eyewitness accounts of garbage living situations
    - (3) Pass a resolution?
    - (4) Talk with alumni clubs
    - (5) Look at correlation between grades/sleep and dorm equality?
  - c) Ask about senior incentives
    - (1) What is the current standing?
  - d) CONTACT ADMINISTRATION AGAIN ABOUT WAIVER POLICY
3. Safety and Wellness:
  - a) Status Updates on Emails
  - b) Midterms Distressers-- "Campus Conversations" with administration → Dept. of Student Life / Dept. of Health and Wellness, food incentive

- c) Isabella Mcwell Huts
  - (1) Separate safety and wellness speakers, Sorin Room in Lafun?
    - (a) UHS Speaker, Stress Management, A psychologist to speak about stress, perfectionism and academic stress.
- d) Mandatory Green Dot Commissioners training → senate survey to count towards hall of year
  - (1) Talk to Katherine about Green Dot Commissioner
  - (2) Possibly reducing cost of workout classes on campus, talk to Recsports about flexibility of registering for a class and being forced to show up
  - (3) Is there a drop in fee???
- e) Corey email regarding first resolution and implementation → a student email to faculty from Student Administration

## VI. New Business

## VII. Announcements

- A. Bethany Boggess: The movie this week is First Man. Acoustic Cafe starts again this week at Thursday in Duncan.
- B. Alyssa Ngo: This week is Walk the Walk Week. If you were at the luncheon you know that I tried to promote the events going on tonight. At 7:00 in Debart 102, Opal Tometi from Black Lives Matter is speaking. Another event is tomorrow at 7:00 pm, Father Joe Corpora is having an event about what is going on at the southern border, so he will be having a casual conversation about in the Coleman Morse Lounge. Bri already talked about “What Sport Do You Play?” I wanted to plug the focus groups that Erin mentioned. There are nine different groups focusing on different areas. Some topics include Political Beliefs, I’m leading on e on Race and Ethnicity, and one on Citizenship Status, Mental Health, Disabilities, and you can look up the rest online.
- C. Bethany Boggess: I just sent the link to sign up for those in the Senate GroupMe.
- D. Elisabeth Lasecki: North End Mass is going to be this Thursday in the Log Chapel.

- E. Isabella Schmitz: McGlenn's Casino Night is coming up on Friday, February 8th from 9:00-12:30. It's \$5 a person and the money is going to an elementary school in South Bend.
- F. Mark Spretnjak: Sorin vs St. Ed's week is this week, so please don't come to it. Sorin shouldn't even be taking part in this. If you see a Sorin guy, tell them good luck and if you see a St. Ed's guy, tell them it's next week.
- G. Sam Cannova: The annual Gatsby Dance sponsored by SCC is this weekend. It will be DJed by DJ Du Lac with lots of food, Father Pete McCormick will be serving drinks. Dahnke Ballroom at 10:00 and it's open to everybody.
  - 1. Mark Spretnjak: Why did you get a DJ? My freshman year they got a big band. My dad was in the band.
  - 2. Sam Cannova: The band wasn't available this weekend.
- H. Shady Girgis: February 28th there will be a Mardi Gras Masquerade Ball.
- I. Shady Girgis: If you haven't heard of Posse, it's a national scholarship organization that partners with schools across the nation, but their goal is to send 10 kids from New Orleans to each school. They do a Posse Plus retreat and we are inviting a bunch of people from their respective schools. This year's topic is called the State of Our Union and the cool thing about it is to talk about them in respect to Notre Dame to see if there's things like that on campus that we can change. It will be February 1st through 3rd. Everything is free and there will be really good food. There will be students, administrators, faculty, and professors. Please find me after if you're interested.
- J. Corey Gayheart: Election season is upon us. Please if you don't check GroupMe, have that on in case something comes up. Additionally, be actively checking your email and pray that everything goes smoothly.
- K. Corey Gayheart: We will be meeting with the Board of Trustees on January 31st, and our first presentation will be a conversation about the current state of campus and focusing on the Inclusive Campus Survey results and why we think these student-to-student interactions have been negative. We will be having a conversation next week at Senate about where we think the conversation will go. Please read the report and come in with things that you would like to take to the board of trustees.
- L. Katie Gabanic: Are we allowed to sign petitions or what are the restrictions?
  - 1. Corey Gayheart: You can sign petitions but you cannot endorse. Don't like or share stuff. If you think there's the tiniest chance that there's a gray area, don't do it.
- M. Shady Girgis: If there is an allegation, it will be brought in front of the Senate. If there are parties that have showed interest publicly, it will be difficult when you take a vote, it will be difficult to see if there's no bias.

N. Corey Gayheart: All the allegations that happened ended up clouding out the work that Senate had done that year.

VIII. Adjournment

A. Motion to adjourn: Mark Spretnjak

1. Second: Bailey Baumbick
2. Vote: All approved