

## University of Notre Dame Student Senate

January 28, 2019

Meeting Agenda

- I. Opening Prayer
- II. Roll Call
- III. Approval of Minutes
  - A. Motion to approve: Zachary Spitzer
  - B. Second: Zach Pearson
    1. Vote: All Approved
- IV. Executive Announcements
  - A. Corey Gayheart: The event that Health and Wellness was hosting tomorrow is being postponed to February.
  - B. Bri Tucker: We will be sharing some safety tips, so please share them with your dorm community. Please make smart decisions while being out in the cold.
- V. General Orders
  - A. Board of Trustees Report - Gates, Corey, Bri (Inclusive Campus Survey)
    1. Corey Gayheart: We will be meeting with the Student affairs Subcommittee of the Board of Trustees. It's a conversation with us about the survey and what we can do as students and what instruments are on campus to improve inclusion and the environment around inclusion on campus.
    2. Gates McGavick: We just had a good meeting with CLC discussing this. We discussed about how it's more effective to change culture if it comes from student-to-student change. It's more effective to have peers and friends explain why things are wrong instead of administrators doing this. We talked about how Moreau is the vehicle for these conversations right now but that's not taken very seriously by students. Mark shared an anecdote about Sorin.
    3. Mark Spretnjak: I think Keough does something similar. Last semester, before the survey came out, I talked to my rector about setting up a group that we call "Otter Talks" where it's not super structured. We used Father Bob to send an email to everybody about who to contact for it, and then people came to us, we made a groupMe and then plan was to do it week by week, kind of based on when people wanted to do it. It isn't the same

time every time, and we had the thought that making it not as structured and not as supervised by the university would be more conducive to people wanting to go. People got really excited about it and we got like 90% of the freshmen to show up to the first one, and they seemed pretty into it.

4. Corey Gayheart: Everyone read the survey correct? What we're talking about is the student-to-student interactions and what we can do as a student body to move these issues forward and how we can improve the environment on campus. One of the things that we're going to reference is the fact that Moreau seems to have made a joke out of some of these issues because the implementation of the curriculum varies by professor. That variance lends itself to addressing these issues. We're looking at how we can use that to completely rebuild it or make the environment on campus better. Some people from MSPS reference having little to no diversity at all. When you're going to have a discussion about gender issues with little diversity, it's very difficult.
5. Matthew Jennings: Do you know the initiatives that they're using to try and change Moreau?
6. Gates McGavick: Whatever is done to change has to be done long term.
7. Bri Tucker: It's only been four years and so they understand that it's the appropriate vehicle to reach first year students, and the intent is to build the culture, but there's a structural challenge with the way Moreau is built, and it's not even a week it's a class period, and every interest group thinks their week is the most important week. Some professors make it their last priority and there's a lack of consistency in taking the issues seriously and there's a host of challenges with that. This is the right place to do it but it's not being done effectively.
8. Alyssa Ngo: There's actually a Moreau Student Advisory Committee. It's divided into modules and from my understanding it seems that the students are under the person in charge of the module but in the end, it's up to the discretion of the person in charge. They can tell them the feedback they want but structurally, that one person can decide the entire module. It's kind of an interesting format, so if you understand one person having a say about what all students say about diversity, I wonder if structurally that can be something that's addressed to know why it's the way that it is.
9. Corey Gayheart: I don't think anything is out of the realm of possibility. Something like 94% of issues are from student-to-student contact. Moreau is a tool for that and I think they would be open to structural changes now

that it's been four years. Some of the other issues we've discussed is a disconnect between administrators and the student body, including the lack of higher quality relationships is detrimental and allows these problems to happen. Students feel like there's no real authority figure, which leaves a void for which students can go further than they normally would and in all honesty, those jokes come at the expense of their identity.

10. Matthew Jennings: I've talked to my friends a lot about Moreau and we agreed that it would be a better class if it was pass/fail. It gives kids that want to talk about these issues a platform, and if they don't. You show up to class and you get the grade. You're not going to build a better community if you're worried about the paper you're writing. I feel like there's a disconnect between the purpose of the class and the goal they're trying to accomplish.
11. Lindsay McCray: We thought that one of my friends was being prejudiced because of her race. He brought her down to a B in the class because he had calculated what it would take to give her exactly a B. It's a stupid amount of stress for no reason.
12. Caila Lindsay: When Moreau classes come through the Snite, we have students that teach the classes. From what I've heard from the gallery teaching program, Moreau has gotten better by like 50% of people attending the discussions. It's obvious which classes are on top of what they're supposed to be discussing.
13. Katie Gabanic: What's the setup of Otter Talks?
14. Mark Spretnjak: When we had Father Bob send out the email, we said we're going to be in the lounge at a certain time just for informational reasons, and it's all about the Sorin community. We didn't want the structure forced. We asked them what they wanted to talk about and that was the extent of the structure. Other people seem to love it.
15. Zach Pearson: Keenan has Manday Knights, and it's about how to be a good man without looking at the media and general societal norms. It's a response to some negative themes. That reminds me of what Mark was talking about. Our rector will present something. We had one on sexual assault, but we also had something on grilling. The conversations are happening but maybe communication about them isn't happening.
16. DC Morris: A lot of the issues are student-to-student and we're talking about Moreau and I think the idea of what's going on in Keenan is going to be much more effective than a structured class. I wonder if a class taught by a professor is going to change your opinion on what you grew up with. I know Fisher, we don't do it anymore, but we did something like

that every Thursday night, and it drew a diverse crowd in terms of opinion, and it's not forced indoctrination.

17. Mary Catherine Camacho: Moreau serves a purpose but it doesn't serve it well. They should make Moreau a Student-run class, like a God and the Good Life model, which is effective and that takes academic pressure off and makes it more intimate.
18. Jordan Theriault: I know that currently when I'm in Moreau, I can't remember anything that's been of significance because I haven't been comfortable with the people around me. It's more of a task so you don't feel comfortable with it. In terms of Pass/Fail, people participated because they had to say one or two things because they were required to do so. Multiple people geared their Moreau to people they want to be friends with, but it's structured around their professor. Even if you were to do it with your dorm, it would have more of an impact. On a side note, the way it's laid out, I remember one module about Diversity that kind of felt that that one week they would tell your story and it highlighted three individuals and how they ended up at Notre Dame. It was three people of color, and it put them on this pedestal, and I talked to my dorm about it, and it came off more that they were showing how they're so diverse even when they're not. Trying to find a balance between showing diversity and showing what Notre Dame is is what Moreau has to do better going forward.
19. Shady Girgis: With dorm-held discussions, I don't want it to be something where minorities opinions are the only ones that are valued. I don't know if the minorities can be the ones that say things when there are so many other opinions. Something mentioned at CLC is having it during Hall Council where Hall Leadership tells students that these things shouldn't be happening in our dorms because each member of our community is valid. That was something at CLC that we thought was effective because these structured discussions don't work because people are uncomfortable on both sides.
20. Alyssa Ngo: I think what's coming out here is the idea of people not being afraid to discuss their true opinions. We don't have enough conversations about how to have conversations. I think we need to practice because you're not always going to be in a comfortable environment. Different layers is important, and having different places to have these conversations, and growing in layers. You could also structure Moreau to have the less controversial issues first and moving the touchy issues to later in the semester when people have formed friendships. People feel

like they have questions to ask and sometimes they don't ask them because they don't feel comfortable asking. If we can get a group of upperclassmen to lead this discussion, that can be something we can add on.

21. Elisabeth Lasecki: I didn't have to do Moreau but as someone who was not really on this campus this year, I was very aware of the discussion about Moreau. In the back of my head I was confused about what Moreau is. As for what we can do, we could have a brother-sister dorm kind of set up to introduce male-female discussion to introduce the guys and girls in your community to expand it ever so slightly to promote conversations that would always occur.
22. Bri Tucker: Is Moreau just one day a week?
23. Alyssa Ngo: Moreau was organized by neighborhoods. Is it still like that?
24. Jordan Theriault: We do do neighborhoods. I live in Siegfried, but I was with Farley, Zahm, and other people around North quad. I had no one in my class from Siegfried. A friend of mine had five people in Siegfried.
25. Bailey Baumbick: Last year they did the first semester in your neighborhood, and the second semester you could choose you were in.
26. DC Morris: Could you talk about student-run Moreau classes?
27. Corey GAYheart: Junior and Senior leaders at my high school would have a class of like twenty freshmen with 4-5 juniors/seniors with a teacher and we would have different social events with the class to build social relationships and it evolved into having conversations about race or puberty and stuff like that. That's kind of what it looked like but it provided them an outlet to have a student mentor, which helped a lot in my high school when people were having problems.
28. Megan Metersky: My high school did something like that except it wasn't just freshmen. The groups were 7th-11th grade. It was a religious school but we had teacher advisors but they weren't in the rooms with us, and it was twice a month and it was a time for us to get together and you were allowed to deviate from the syllabus. It was gender specific as well. The kids could pick a few friends in class and they never did it in more than groups of our so they could be with some people they were comfortable with but also other people. As the years went on, they took a lot of student advice for it and we were allowed to form what we talked about and even not as freshmen, it was nice to have that group. They should give you something you should talk about but if you deviate, it's not that big of a deal.

29. Erin Hiestand: I don't think it could be freshmen leading freshmen because no one wanted to step up because they didn't want to be the one to lead it.
30. Shady Girgis: I don't think Moreau is our best approach. You don't know the people in your Moreau as much as you do the people in your dorm. Welcome Weekend is such a big part of being part of your dorm, and I looked up to my dorm presidents. I feel like using that platform especially at Notre Dame, because those people are the ones who you trust the most. I just imagine it as a culture change from top to bottom.
31. Caila Lindsay: Moreau is supposed to be student led but the way that the class is structured, it can't be.
32. Daniel Rottenborn: I think that Shady makes a good point, but I wonder if that's something that HPC could talk about. It could be something that could be a commissioner responsibility. The university has a responsibility to address these issues, and based on the existence of the campus climate survey, that's the direction they want to be going in. I wanted to bring up an example of a class that was student led. It was a second theology course, but the structure was that you could sign up for something that interested you. Your role as a student in the class was to facilitate that discussion. The professor would sit off to the side and everyone would go around and change things and I learned everyone's name, I got talking with them, and people felt compelled to participate.
33. Bethany Boggess: I agree with Daniel. Residence Halls are a good forum, but I did not feel very comfortable in my residence hall community and would not have engaged in that.
34. Corey Gayheart: The dorm approach is not mutually exclusive from other platforms.
35. DC Morris: Do you think the best way is a class?
36. Bethany Boggess: I liked Moreau as a first year and so it's sad to hear that people didn't like it. I think it's a decent venue because I think other events like Pizza, Pop, and Politics, where you have to seek them out.
37. Corey Gayheart: Something to consider is having student-led discussions, but I assume we all have a similar mentality of people wanting to contribute, but there are some people that don't have that mentality. We need to be thinking about reaching out to those students, even if they're not comfortable.
38. Gates McGavick: Moreau is just one aspect of this. It's kind of still evolving and we have a better chance to affect its course now than we will in few years.

39. Alyssa Ngo: I feel like we all have opinions about Moreau, but just to throw some things out on the table, I would like to know what the administration is doing about diversity in faculty and RA's. I would like to know if the university has any thoughts about tackling that at a systemic level. The third thing is that if you look at the survey, minority students feel less comfortable here, but most especially African American students. I've been thinking that compared to minorities, there's a lot less Black Catholics, and they question whether Catholicism is a racist religion. I would love to see a resolution about more diverse Catholic art around the community. Those are such small steps, but what image of God are we reflecting back?
40. Erin Hiestand: Another statistic that caught my attention was about the single sex dorms, and I don't know what the university policy is about those dorms, but those students would feel a lot more comfortable. I personally don't know the policy about what dorm they're putting on campus. I feel like the administration plays a big part about raising that number.
41. Bailey Baumbick: Something that I wanted to bring up was that within my own personal experience but new kind of grassroots opportunities to cultivate their own community for whatever belief they want to have is something that I saw through you guys hosting the women's march. That's something that highlights the difference in opinion at the school, and I think we're sitting around in DC reflecting and it was great to have a community where we could speak out beliefs and reach out to people who share our beliefs. What I would translate is maybe a suggestion to make it easier for students to create those opportunities through like SUB or SAO to invent clubs or create their own groups.
42. Corey Gayheart: We want to touch on ND doing more to empower student voices that aren't dorm leaders. In all honesty, we all have experienced a space where we don't feel comfortable sharing an opinion. That highlights a very important aspect of this. We need to bring more voices into the conversation. I think having the ability to speak about those is really important. Maybe having a free speech on campus for students to speak out about their issues. Maybe having designated tables at the dining halls where people can have organic conversations and meet new people.
43. Zach Pearson: Is there anything you want to know that hasn't been touched on?
44. Corey Gayheart: We spend like four hours last night grappling with this because it's such an intangible thing.

45. Bri Tucker: We've just kind of identified more institutional challenges like people gravitating toward people that look like them. The university is also perplexed. At the same time there's also a contrast of people in our community who is excluded, and dorms are the place where that happens.
46. Gates McGavick: Statistics that stood out to you, your opinion on the dynamic of faculty and administrators, and this has been a lot of good things.
47. Corey Gayheart: We're open to literally anything because we've been deliberating amongst the team because it's such an intangible cultural thing we're trying to address.
48. Lindsay McCray: The new Title IX proposals--ND has not said what they will not be doing regarding suggesting changes, protecting students and not schools. If there are toxic people on campus who are allowed to stay here, that affects culture to a dangerous degree.
49. DC Morris: We talked a lot about that in Fisher Hall last semester, and I'm disappointed that we didn't talk about it more in Senate until now. I read a little of it and I think we all should read it and talk to people in your dorms about it. There are many guys in my dorm who think that's the right cause. It's not representative of a lot of people in our dorm. There's a sizeable amount of people who support that act.
50. Corey Gayheart: We had this last semester, but Elizabeth Boyle is part of a national network of Title IX advocates, and she knows more about Title IX than anyone, and so we will work to have her come to Senate. Another really important thing is the National Campus Leadership Council sends out daily briefs on how student governments have been responding to issues. There's a public commenting period on the new Title IX legislation. I would encourage all of you to read that. If you're not going to submit a comment, learn more about it.
51. Alyssa Ngo: I would say first of all, increase the number of diverse faculty, increase funding towards MSPS and the GRC, restructuring to SAO to allow more discussion clubs or groups that want to put up stuff around campus, and the Catholic Art thing.
52. Corey Gayheart: We've talked about diversity of faculty. There are definitely institutional challenges with that, and not to make an excuse, but I just had this conversation with Pam Brown in the Provost's office and she's in charge of diversifying faculty and one of the struggles we have here is there has been a directive given to the school that when hiring, a certain number of faculty have to be Catholic which makes the job of

diversifying faculty and staff much harder. I think a lot of people would say that that's important because we're a Catholic institution.

53. Caila Lindsay: I think it's important that student leaders make it known that they go to trainings like this.
54. Corey Gayheart: We have to know if we can all walk the walk over these things. We have to look inward as well, not just at the main building or the administration. We have to look at the mirror sometimes too.
55. Alyssa Ngo: Not just in terms of racial and ethnic equality, I would encourage you guys to reflect and see if you're using your Senator positions wisely because a lot of people don't know who you are.
56. Corey Gayheart: This is part of a larger conversation. This is a larger cultural thing. It gets to a point where what else can we do if someone doesn't care. How do we bring this to them because they're not coming to us. There's a person in my dorm who had this major concern but they didn't bring it to me. It's difficult because then what else can we do? We can't just write it off. It's those people on the margins that we have to work on bringing in.
57. Zach Spitzer: We did just have a conversation about institutionalizing these things can only do so much. It's good that we take these measures but at the end of the day it comes down to how we can talk peer to peer and how willing the student body is willing to become better.
58. Corey Gayheart: It speaks to the larger challenges we face. There are administrators who don't come to the students. We can have office hours, but how do we empower the voices who aren't coming to these things?
59. Matthew Jennings: Objectively speaking, how much do you think the administration is willing to make changes?
60. Corey Gayheart: We view this as an opportunity to direct these changes because the Board of Trustees are the people that make this happen.
61. Matthew Jennings: If there was an overwhelming consensus that this was a problem, I just think that ND has such a strong Catholic identity and it's hard for us to make these changes without things coming from the administration and the Trustees Office.
62. Corey Gayheart: I agree with all of that. One of the things we talked about with admissions practices but when the admissions teams come to the Dayton, OH area, they come to the rich areas. Are we looking at some of these other places? Are we going to diverse places to recruit diverse students?
63. Bri Tucker: The administration last year did a presentation about Diversity in Leadership and the blind spots they face. I think that people recognize

there's a problem and why the problem exists, and that's the direction we're trying to push them.

64. Bethany Bogges: There is adverse treatment coming, but it's a matter of making people who are here belong here.
65. DC Morris: With all respect, we were talking about how the school needs to become more diverse.
66. Corey Gayheart: We need a focus on representation. Having someone who you identify in leadership matters. When you have people who are reinforcing tradition in your mind, nothing is going to change. Seeing someone like you in a leadership position matters. It's the fact that we're trying to make some of these changes but there's blind spots within the leadership itself. It's hard to understand an issue when you haven't experienced it. It's a lot easier to understand when there's more representation.
67. Jordan Theriault: As a greater point, diversity doesn't correlate to inclusivity. Just because we have greater diversity doesn't mean we're going to have more inclusivity at our school. They're going to go where they're most comfortable.
68. Alyssa Ngo: The blind spots are where the empowering of student voices exists. So many questions are looking into transferring or questioning whether they make the right decision. We have a lot of minority students who are miserable. They would be heartbroken if they heard this. Instead of feeling comfortable sharing these stories, they share with each other and then decide to leave together. How can we make sure that people feel like there are people that care?
69. Patrick Paulsen: It's nice to say that everyone belongs here, but I don't think that's true. That's not a result of student leadership. I know that most people would want more diversity on campus, but if we have an administration that's hell-bent on having a majority white conservative catholic wealthy student body, there's not much we can do to change that.
70. Corey Gayheart: Us saying that everyone who walks on campus belongs here isn't true because everyone has felt like they don't belong here. That's the mindset we need to aim for because that's going to start changing things on campus. The typical Notre Dame kid shouldn't even exist, and it doesn't exist at other schools. That mindset automatically excludes people the minute they step onto campus. This is a larger cultural problem.
71. Bri Tucker: No one lose hope, hope is alive, but the people here don't realize there's a problem, and that's the first step to making change. It

takes a minute for change to happen so do not be discouraged. We just have to hold them accountable about the things they need to realize. It's going to take, the people who see the blind spots exist, to make things happen.

72. Gates McGavick: Institutionally it can be very frustrating, but we do get moments, and it's our best chance on Thursday. I share your sentiment but I would make incremental change than not do anything.

## VI. New Business

## VII. Announcements

- A. Shady Girgis: Class Council info session is this Thursday so if you're interested in being an officer, come to that.
- B. Zach Pearson: Keenan Revue, February 7,8,9.
- C. Zach Spitzer: Dunne Dance Film Festival is April 12th, and so if you want to make a film, we can put it in.
- D. Matthew Jennings: Day of Man is next Wednesday. Please let your constituents know.
- E. Isabella Schmitz: Casino Night is February 8th in LaFun at 9:30.
- F. Megan Metersky: Flaherty opened a new food business with edible cookie dough tonight is the first night from 9-11:45 and it's only \$2.00 and your first mix-in is free. Check it out.
- G. Alyssa Ngo: Please come to Diversity Council meetings. On Thursday we're having a debate on the Student Government tickets about the candidates' diversity platforms. It's Thursday at 7:00.
- H. Bethany Boggess: The movie is Creed II, and they adjusted the times this semester.
- I. Megan Metersky: Flaherty also has a new signature event called Flaherty Food Fights, like Chopped. It's in three weeks. Each dorm's fundraising determines how much time they have. I'll send the link in the groupMe.
- J. Shady Girgis: If you're in the Constitution, campaigning starts tomorrow so please don't show any support to any candidate. It will result in more work for all of us.
- K. Corey Gayheart: Thank you for the discussion. It was the best conversation we have had thus far.

## VIII. Adjournment

- A. Motion to adjourn: Mark Spretnjak
- B. Second: Zach Spitzer

1. Vote: All approved