

NOTRE DAME STUDENT SENATE

Executive Summary

DATE: 6 NOVEMBER 2013

Notre Dame Room, LaFortune

I. Opening Business

- a. Nancy Joyce called the meeting to order at 6:00 p.m.
- b. ROHAN ANDRESEN led the invocation.
- c. 7 were absent; 1 were late.
- d. Nancy Joyce entertained any motions to change the 30 OCTOBER 2013 executive summary. *The 30 OCTOBER 2013 executive summary was approved at 6:03 p.m.*

II. Officer Reports

- a. Mr. Alex Coccia, Student Body President
 - i. Nothing
- b. Ms. Nancy Joyce, Student Body Vice President
 - i. Went to faculty senate
 1. We are more productive, talked about the PE requirement and that went nowhere.
- c. Mr. Juan Rangel, Chief of Staff
 - i. Nothing

III. General Orders

- a. Mr. Luis Llanos, Chair of Diversity Council, presented resolution DC 1314-01 along with Ms. Carolina Ramirez
 - i. This was a resolution in support of the recent changes to community life and recommendation for further action.
 - ii. This was also a response to the Call to Action Movement
 1. This was in the Spring of 2012, the administration heard complaints from minority students and responded rapidly.
 - iii. This resolution has been in the works for a long time, and originally came up this past spring.
 1. This summer, it was worked on quite a bit and the wording was done much better.
 2. This is for moving on in the future.
 - iv. This was passed in Diversity Council on October 14, 2013.
 - v. The Support
 1. Whereas, the administration of the University of Notre Dame is in the process of developing an easier and more efficient way of reporting occurrences of discrimination and/or harassment within the Notre Dame community through the website speakup.nd.edu
 - a. This website is a great resource for students to report about sexual harassment or discrimination
 2. Whereas the University has taken significant steps in expressing and emphasizing their support of inclusion by expanding their

student recruitment to additional ethnically, culturally, and socioeconomically diverse populations.

3. Whereas the Diversity Council recognizes the improved instruction or Rectors and RAs in cultural competency.
 - a. Diversity training has improved for hall staff and rectors to help everyone in the dorm feel welcomed no matter what their background is.

vi. The Recommendations for Further Action

1. Office of Student Affairs

a. Visible statement of Inclusion

- i. This will be a visible symbol to let each member of the Notre Dame family know that Notre Dame is constantly working to make everyone feel at home, no matter where they are from.
- ii. This will mean a lot for someone who is struggling, regardless of background.

b. Rectors to collaborate in the process of choosing Freshman Orientation Staff

- i. Not asking for a quota
- ii. They just would like a standardized process
 1. They do not want a hall commissioner to just pick all of their friends
 2. Freshman Orientation can play a huge role in your time at Notre Dame, so it is incredibly important as to who the leaders are. They would like them to be the most qualified set of individuals who most accurately reflect Notre Dame's population.
 3. In CLC, one of the big things that came up was difficulty having different students apply.
 - a. DC Council would like to strongly encourage students to apply, and be leaders in their dorm.

2. Auxiliary Operations

- a. Make accessible to students and faculty with dietary restrictions (Halal and Kosher foods) including but not limited to days or religious festivities

3. Office of the Provost

a. Mandatory in-services for faculty and staff

- i. Continual education of professors about sensitivity to make sure that they are not shutting down, singling out, or making students feel uncomfortable

1. Being comfortable in a classroom is extremely important to learning
 - b. Required course on cultural competency that also will fulfill a university requirement
 - i. This part took a ton of conversations
 - ii. Realized that contemporary topics was not enough
 - iii. Not asking for three extra credits, but would like a label to go on to a class like a history, Theology, or Philosophy so you could double-dip.
 - iv. This would be much more educational than just three days in contemporary topics.
 - v. Would like this to be an introduction for everyone
 1. Moving forward in the work place, we will be doing many things globally and this will make us well rounded individuals after graduation
 - c. The university increase their efforts in the recruitment and retention of ethnically and culturally diverse faculty
 - i. Currently, we are below the average of peer institutions and our retention rate is not very good.
 - ii. Faculty is only 13 percent, and the student percentage is 26.
 - iii. This is important in academics
 1. A different perspective can make an impact on students in the classroom
 2. Having diverse faculty in the administrative process can help make strong decisions because of different background
 3. Seeing a faculty or staff that comes from a similar background is helpful with empathy.
- b. Discussion on resolution DC 1314-01
 - i. Maggie Armstrong asked about the cultural enrichment classes. What is the next step in the process after we vote?
 1. Nancy said that we are not voting on this.
 2. Luis L. said that they are letting them know that in the future this should be a part of the curriculum. It will not happen right away as it must go through all of the administrative processes. Over all, DC thinks that this is important.
 3. Nancy said that this will go to the Office of Student Affairs.
 - ii. Joe Kelly asked if they would be newly formed classes or a new label?
 1. Luis L. said it would be like a University Seminar.
 2. Joe K. asked if they had looked at current classes that would be good for this?
 - a. Luis L. said not yet.

- iii. Juan Jose Daboub asked what the retention was for non diverse professors?
 - 1. Luis L. said no.
 - a. Juan Jose D. would like to know what it compares to.
 - iv. Dottie Schleuter asked about the encouragement of students participation in dorms. She is curious about how this will work?
 - 1. Luis L. said they are encouraging students to be a part of their dorm and see that as their community. This will help the freshman as they have a good time at FroshO and have them apply for positions in the future.
 - v. Rohan Andresen does not think that his dorm is his community, he thinks student government is his community. Why or how would you try this? And why is this important?
 - 1. Luis L said that there are specific problems with diverse students. The food and people are totally different, for him for example. He was shown other Latino people by a friend in his hallway. They are asking for the dorm to be a community for freshman who are struggling, or at least be a part of their lives. This is not seen as much in the diverse community.
 - vi. Carolina Wilson would like to clarify that if they increase diversity in dorm leadership that they will feel more at home if this is what they seek?
 - 1. Luis L said yes, it is having people in your dorm that you can trust and they can empathize with you.
 - vii. Maggie A. asked when Luis L says diverse, is he looking for racially or cultural or geographically diverse students?
 - 1. Carolina Ramirez said diversity of everyone. Whether you are Buddhist, lesbian, or anything, it is not limited to one group.
 - 2. Luis L. said that their focus in DC is ethnic diversity. But they would like diversity in everything like geographic, cultural, religion, and have it grow. With professors they are looking for ethnic diversity. With hall staff, overall.
 - viii. Juan Jose D. asked why diverse students are not participating in their hall?
 - 1. Luis L. said that students become a part of diversity clubs and go into a bubble of people who are just in their culture. This year, the bubble is starting to burst. The leaders in Campus Ministry is changing progressively.
 - 2. Kiana Bradley is currently working with the rectors and they have been learning that one of the main questions rectors ask is how do they retain students of color? Many times students have trouble integrating into the dorm and get isolated, and become a part of things outside of the dorm. Many times they have trouble with these students living off campus. There are not many juniors or seniors living on campus of color.
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- ix. Kyle McCaffery asked about FroshO. He wanted to know more about the term collaboration. Would they like more of a multicultural training in the hall? Or would they like the rector to work with the commissioner?
 - 1. They hope to have a standardized process where the rector is helping with the applications and the interview process. The importance of FroshO should be upheld throughout the whole process. The people who are qualified should get the position, said Luis L.
 - x. Michael Masi asked about the current status of rector involvement, he is unsure how it worked.
 - 1. There is not a standardized process, they do it the way that the dorm sees fit. Standardizing would make it more fair said Luis L.
 - a. Michael M.'s concern is that a standardized system may hurt the rector's ability to do what is best for their dorm and be able to adhere with Catholic Social Teaching that those closest to the situation should act as they see fit.
 - i. Luis L. said No.
 - ii. Nancy J. said that nowhere in the resolution does it say standardized, it just says that the rector should be involved.
 - 1. Michael said okay, that is fine.
 - xi. Olivia LaManga was curious about hiring faculty. This shouldn't be at odds about the Catholic Identity of the University. Have they discussed this with the administration?
 - 1. Luis L. said no, the conversations will begin soon.
 - xii. Rohan A. asked about what Michael M. brought up. If the rector already chooses the commissioner, doesn't this put the rector's faith in the person's ability to choose a competent person in jeopardy?
 - 1. Luis L. wants to make sure that the rector is involved and guides the person. This also takes pressure off the hall commissioner and will not give them pressure to choose friends.
 - 2. Rohan A. asked if this puts new pressure on the commissioner and rector for more diversity?
 - a. Luis L. said that they are not looking for a quota. They want a group that can cater to the needs of the freshman class.
 - 3. Rohan A. would like to know about the inclusion statement, and what is the wording.
 - a. There are two currently being worked on, one by DC and one by Notre Dame. They will probably go with the Notre Dame one.
 - b. Rohan A. would also like to know why these are all going together instead of just one or two at a time.
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- i. Luis L. said that this is what they have talked about for 6 months and would like to send it all at once. They are also going to different people.
 - xiii. Juan Jose D. feels like FroshO is a part for students like the commissioners to bond with freshman. Would the rector being involved interfere with this saying these guys yes these guys no. This could jeopardize the relaxed setting of the orientation.
 - 1. Luis L. doesn't think this is true, the commissioner is still a part of this. They are trying to get rid of people feeling uncomfortable and having negative feelings toward this. They may not be the chilliest group of bros, but freshman can look up to them.
 - a. Juan Jose D. would also like to know how a piece of paper will change someone being uncomfortable?
 - i. The fact that it is there is the big thing, and it can help, said Luis L. People might just walk by it but it could mean the world to someone.
 - xiv. Kyle M. would like to know if there has been any publicizing of this statement in the classroom at Notre Dame?
 - 1. Nancy J. is saying that Notre Dame has an inclusion statement that could be considered to be put in the classroom.
 - a. Luis L. said that this one has already gone through the processes that needed to be addressed, so this would be probably the easiest to go forward with.
 - xv. Danny Colston was curious also with the visible statement of inclusion, and this is on the wall. He isn't sure why a plaque saying we all need to be nice together would work. We have crucifixes, and what strikes Danny is that this is a symbol of love and understanding. If he is going to say something racially insensitive, seeing a piece of paper on a way any more than Jesus will. On the opposite point, we are all Notre Dame. Saying We are ND could be just as good as a little plaque.
 - 1. Luis L. would like something additional. Some people do not have a deep feeling toward crucifixes.
 - xvi. Sarah Price would like to address that again that the active inclusion for everyone. This would be everyone even workers who do not attend the university to know that they are included. This isn't just for the attacker but for the victim. One of her friends is LGBTQ and saw that her professor posted a sign that here is a space that you are welcome, and this meant the world to them. Even the small things count. Sarah is Protestant and does not feel excluded, because ND has made her feel included. She also thinks that one of the strong points of her dorm is the diverse hall staff, racially and personality wise. They had extroverts and introverts for students who had FroshO and didn't feel comfortable and wanted to talk to an introvert.
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- xvii. Toni Schreier added that in McGlinn, their rector is involved in the process. They know exactly who is in the dorm and their strengths and weaknesses.
 - xviii. Carolina W. understands the concern that a plaque may not affect person, but it will not hurt anyone.
 - xix. Maggie A. agrees with Carolina W. This will not hurt anyone. They won't say that they feel excluded by the inclusion plaque. This is how marathons are run, a small step can be the first part of miles.
 - xx. Rohan A. said that he has not felt persecuted after 2011. He only has felt this once, when someone asked him if he felt prejudiced against. People may not feel a part of ND. He thinks that it is important to not put in any specific group. If he was in a classroom, and saw a diversity reminder to include, he would be reminded that he is different. There should be something inclusive without specifics.
 - xxi. Joe K. knows some rectors are very involved, however Carroll's is not. Even with some of the big dorms, it will be hard to touch base. The rector may not monopolize, but he feels that the students are capable.
 - xxii. Juan Jose D. does not understand what the problem of feeling a little uncomfortable. He was bullied. He thinks this made him stronger. In the real world, they might feel uncomfortable. The real world is rough, and they might realize that they aren't being babied.
 - 1. Luis L. said that people don't necessarily go home to places as nice as Notre Dame. There is no babying. We want everyone to feel at home. Whatever the reason it is that you don't feel at home, we want to fix that. This isn't babying its being Catholic.
 - xxiii. Danny C., going back to Rohan A. said, he would support an inclusion statement that said We Are ND. He thinks that saying and bringing up differences will entrench people in their communities. You shouldn't need to specify because this ostracizes communities. Saying We Are ND will show more unity. He doesn't think quotas in FroshO staff will do that.
 - 1. Kiana Bradley would like to explain that the Call to Action Town Hall had a representation of all people there, not just minorities. When they see We Are ND, they do not feel that they are We Are ND. DC in coming up with this resolution went to every diverse club and asked the constituents of the challenges that they faced. There are lots of other things that people asked for, but were not included. There are students that do not want to be a part of ND and just want to graduate, colleges have this everywhere, but we would like to have everyone put on that We Are ND shirt and feel that they are ND. Any baby step towards the marathon is what they are trying to do. DC really went to communities and found out what was most important. It was not just 30 people in a room. So, if you cannot relate to this, there is a section of students that really would like to have the things in the resolution and it would
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make this feel better. It may be hard to see how a piece of paper could be helpful. These conversations have been happening in DC since 2012.

- xxiv. Toni Scheier would like to thank Luis L. and Carolina R. for presenting, as well as Meghan Gallagher.
- xxv. Maggie A. would like to say that the spirit of inclusion includes everyone, even white boys from Chicago. We each have our own diversity, it upsets her when people talk about diversity and think that it is not their problem because they are a white girl from St. Louis. When we talk about diversity, we are talking about everyone, and it is our problem regardless.
- xxvi. Nancy J. thanked the presenters, as well as the senate for the discussion. Any further questions, please contact to Luis L. and Carolina R as well as Nancy, Alex, and Juan.

IV. New Business

- a. There was no new business.

V. Announcements

- a. There is a Sted's Broomball tournament this weekend
- b. 170 Days until the Fisher Regatta
- c. Kyle M. would like to remind people that the farmer's market is indoors and you should go.
- d. Meghan Gallagher announced that there would be an event for education in Uganda signups online
- e. Farley's taste of ND is this week
 - i. McGlenn has great cupcakes
- f. Carolina R. announced that Breaking Through Barriers is November 14th, please take posters. There will be a mock medical school interview for those who go.
- g. The invocation was said by Rohan A.

VI. Adjournment

- a. Without objection, *the 6 NOVEMBER 2013 Senate meeting adjourned at 7:10 p.m.*

Respectfully submitted,

Alexandria Chloe Wellman
Student Union Secretary
