

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA
Gender Issues & Social Justice Meeting Minutes
Friday, September 4, 2015

The meeting was called to order at 2:00 pm by Laura Davis (Chair)

PRESENT: Laura Davis, Anna Turnage, David Fazzino, Craig Young

ABSENT: None

1. The committee elected Anna Turnage as chair for the 2015-2016 academic year. If the statewide Social Justice committee meets during Legislative Assembly, Craig Young volunteered to represent BU at those meetings.
2. The current agenda and minutes from 3 April 2015 were approved.
3. The GISJ committee currently has one seat vacant. The members decided to ask Steve Kokoska to appoint a fifth member. A. Turnage will contact him with our request. If possible, we would like to have a representative from the College of Science & Technology who also represents historically marginalized populations.
4. To inform our new committee member, the committee reviewed its past work:
 - a. All of the work of the committee is being archived online through the state APSCUF Web site. Minutes and correspondence is available for members to review.
 - b. A new anti-discrimination and harassment policy was revised and approved last year. The committee worked with several constituent groups across campus to ensure the policy is readable, useable, and protective of all faculty, staff, and students.
 - c. The committee met with the Provost regarding her use of gender as a criteria for appointment. WE presented her with a letter regarding our recommendations for future appointments on campus.
 - d. Members of the committee noted that language used in the warnings required by the Clery Act often contain victim-blaming language and rarely address the actions of perpetrators.
 - e. Members of the committee met with individuals in the Office of Social Equity regarding inconsistent language used in job postings for different departments on campus. Also, the new anti-discrimination and harassment policy was not reflected in many advertisements.
 - f. The committee sent letters to the Dean of Students regarding a need for 12 month contracts for coordinators in the Women's Resource Center and the LGBTQA Resource Center.
5. The Committee set goals for the coming year:

- a. Due to the lack of response, C. Young will draft a follow-up letter to be sent to the Dean of Students requesting a response to our letter regarding the 12-month contracts noted above. The letter will include anecdotes from the coordinators illustrating how the resource centers are used over the summer and during the year. We hope to establish that there is an urgent need for these services and these professionals year round.
 - b. The committee needs to review job postings being use by Search and Screens across campus to ensure that the new boilerplate language agreed to by Social Equity last year is in place. If not, new meetings will be set to discuss the issue further.
 - c. There are few Gender Neutral bathrooms on campus. As more students identify as trans or gender-nonconforming, safe facilities for these students become more important. The committee agreed to explore possibilities for ensuring that new construction includes gender neutral bathrooms and existing facilities be augmented to accommodate all of our students better.
6. The next committee meeting will take place at 11:00am on Wednesday, October 7th in MCHS.

A. Turnage (Chair) adjourned the meeting at 2:50pm.

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA
Gender Issues & Social Justice Report to APSCUF for Legislative Assembly

9-10-15

Over the past year, the committee has been working on several different initiatives. Currently, all of the work of the committee is archived online through the Bloomsburg University section of the state APSCUF Web site. A new anti-discrimination and harassment policy was revised and approved last year. The committee worked with several constituent groups across campus to ensure the policy is readable, useable, and protective of all faculty, staff, and students. Of special note, “sexual orientation, gender identity, and gender expression” were added to the list of protected classes on campus.

The committee met with the Provost regarding her use of gender as a criteria for a campus appointment. We presented her with a letter regarding our recommendations for future appointments on campus. Members of the committee also met with individuals in the Office of Social Equity regarding inconsistent language used in job postings for different departments on campus. The new anti-discrimination and harassment policy was not reflected in many advertisements. Additionally, members of the committee noted that language used in the warnings required by the Clery Act often contain victim-blaming language and rarely address the actions of perpetrators.

Finally, the committee sent letters to the Dean of Students regarding a need for 12-month contracts for the coordinators in the Women’s Resource Center and the LGBTQA Resource Center.

The Committee set several goals for the coming year. Due to the lack of response, the committee will draft a follow-up letter to be sent to the Dean of Students requesting a response to our letter regarding the 12-month contracts noted above. The letter will include anecdotes from the coordinators illustrating how the resource centers are used over the summer and during the year. We hope to reinforce that there is an urgent need for these services and these professionals year round.

The committee will review job postings being use by Search and Screen committees across campus to ensure that the new boilerplate language agreed to by Social Equity last year is in place. If not, new meetings will be set to discuss the issue further.

There are few Gender Neutral bathrooms on campus. As more students identify as trans or gender-nonconforming, safe facilities for these students become more important. The committee agreed to explore possibilities for ensuring that new construction includes gender neutral bathrooms and existing facilities be augmented to accommodate all of our students better.

Bloomsburg University of Pennsylvania

Gender Issues and Social Justice Committee Agenda Minutes

Wednesday, October 7, 2015

The meeting was called to order by Anna Turnage, Chair

PRESENT: Anna Turnage, Laura Davis, David Fazzino, Shannon Hertz, Craig Young

ABSENT: None

1. Approval of
 - a. Minutes from last meeting
 - b. Agenda for this Meeting
2. Self-introduction of, Shannon Hertz, Coach for Women's Lacrosse – Staff Member
3. Letters in process from the Gender Issues and Social Justice Committee (Craig Young)
 - a. Letter to BU President to support Fairness Act (currently supported by PSU President). CC to Presidents of all Unions on Campus
 - b. Follow-up letter to Dean Young regarding issue of 9 month to 12 month contracts for Head of Women's Center and LGBTQA.
 - i. Craig Young to redraft letter framing in terms of faculty's ability to refer students to Women's Center and LGBTQA
 - ii. Craig Young to contact union representative for Matthew Barcus and Monica Johnson to discuss job responsibilities – ensure proper staffing of these centers for students.
4. Equality and inclusion language in BU job ads
 - a. Anna reported three different statements present in current job ads as of October 7, 2015. To follow-up with Bob Wislock to ensure standardization (all BU searches go through the Office of Social Equity)

5. Open forum

- a. Discussion of gender neutral bathrooms on campus continued. Previous work conducted on location of gender neutral bathrooms completed through Matthew Barcus (Coordinator of LGBTQA). Laura to contact Sandra Hehoe-Fourtan to find out more information on contact person for new construction and remodeling on campus.
6. Next Meeting: November 6, 2015 11-11:50, Location: 1131 MCHS
7. Meeting was adjourned by Anna Turnage (Chair) at 11:50.

November 6, 2015

Dr. David L Soltz, President
Bloomsburg University of PA
Carver Hall

Dear President Soltz,

It might surprise you to know that the Commonwealth of Pennsylvania offers no legal protections for lesbian, gay, bisexual, or transgender citizens when it comes to employment, housing, or public access to services. Earlier this fall, state legislators introduced the Pennsylvania Fairness Act, which would expand existing legal protections for citizens of the commonwealth to include sexual orientation and gender identity.

Luckily, here on campus, we have many allies and individuals who have worked to make BU more welcoming. Bloomsburg University, under your leadership, has made bold steps to protect the LGBTQA community on campus. We have created gender-neutral housing, implemented an anti-discrimination policy that expands protection based on sexual orientation and gender identity, established the BU LGBTQA Commission, and hosted the annual Mid-Atlantic LGBTQA Conference for several years. Our student group, BU Equality Alliance, supports many active, engaged, and hardworking individuals in educational, social, and service endeavors. We have done great work on campus, but Bloomsburg University's influence should not be reserved for College Hill.

As such, we are asking you to take a public stance in support of the state legislature's passing of the Fairness Act. Passage of this act is in no way assured. It will take many voices headed by courageous leaders to step up and advocate for members of our community who historically have been marginalized, ignored, and even oppressed. However, adding your voice to other leaders, like Penn State University's President Dr. Eric Barron, will serve to let our elected leaders know that we are watching this issue very closely and that we expect them to do what we know can be done.

Thank you for considering this matter. We look forward to your response.

Members of the BU Gender Issues & Social Justice Committee

Anna Turnage, Chair

Craig A. Young

Laura Davis

David Fazzino

Shannon Hertz

cc:
Steve Kokoska, BU APSCUF President
APSCUF Social Justice Committee chair

Gender Issues and Social Justice Committee
Minutes
Meeting November 6, 2015

Present: Anna Turnage, Craig Young, Shannon Hertz, David Fazzino, Laura Davis

1. Agenda approved.
2. Minutes from October 7th approved.
3. Dean Young did not respond to two letters from the committee requesting that the contracts of the directors of Women's Services and LGBTQA Services be extended from 9 to 12 months. The extension would provide coverage in the summer months when school is in session and many new freshman are on campus. Discussion held on how to prompt a response. Decision made that Anna Turnage would send an email to Vice President of Student Affairs, Dionne Summerville, requesting a response. The letters to Donald Young would be attached to the message and it would be cc'd to Dean Young.
4. Committee signed a letter to Dr. Soltz requesting him to publically support passage of The Fairness Act that amends the Pennsylvania Human Relations Act to include LGT as protected classes.
5. Anna Turnage reported on the response she received from Eric Ness, Facilities Manager, requesting the number and location of gender neutral bathrooms (G/N) on campus, and inviting him to this meeting. Mr. Ness responded that: Northumberland Hall is the only building on campus with gender neutral bathrooms; building plans for future residence halls include them; and other buildings on campus were built to code and do not require them. Mr. Ness also reported that he was not on campus today and unable to come to the meeting.
6. Discussion of how to
 - a. Get an accurate inventory on G/N on campus. Craig Young reported that in addition to those in Northumberland, there are three in the SSC. He will ask Matthew for more information.
 - b. Identify persons on campus who decide facility related questions. Anna Turnage will contact Eric Ness for names.
 - c. Best initiate plans for G/N in future nonresidential and current buildings on campus. Different persons and groups with an interest in the matter (Social Equity, Facilities, LGBTQA) were preliminarily identified to be contacted and invited to join in the discussion and planning. Laura Davis will draft a letter outlining the legal trends, the need for G/Ns on campus and the role they would play in providing safety and convenience for faculty, students, families, guests and visitors to campus. Letter will be vetted and distributed after list of interested persons and groups is finalized.
 - d. Encourage individual colleges to provide G/N. Craig Young reported that during the LGBTQA annual conference, restrooms in the McCormick annex are all identified as G/N without incident or problems.
7. Next meeting tentatively set for February 12, 2016.

Minutes submitted by L. Davis, notetaker.



March 23, 2016

Dr. David L Soltz, President
Bloomsburg University of PA
Carver Hall

Dear President Soltz,

We were very encouraged by your comments at the LGBTQA Mid-Atlantic Conference this past November, where you told the crowd you would eventually support The Fairness Act. Thank you!

As we mentioned in our letter to you last semester, the Commonwealth of Pennsylvania offers no legal protections for lesbian, gay, bisexual, or transgender citizens when it comes to employment, housing, or public access to services. For this reason, we think it is vital for public universities to take a stand and support the Pennsylvania Fairness Act, which would simply expand existing legal protections for citizens of the commonwealth to include sexual orientation and gender identity.

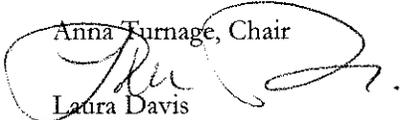
Recently, Governor Tom Wolf issued a statement encouraging the Legislature to pass the Fairness Act and send it to his desk where he will sign it. Mayors from across the Commonwealth have backed this legislation so that all of the citizens in their cities and boroughs will be protected. Penn State University's President Dr. Eric Barron has made it clear that protecting all individuals on his campus and in the surrounding communities is a necessity.

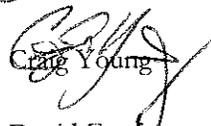
On our own campus under your leadership, we passed a strong anti-discrimination policy that protects all members of our campus community regardless of sexual orientation, gender identity, or gender expression. We know that you are an ally and want to support you in becoming the first president in the PASSHE system to "go public" in support of the PA Fairness Act. We feel certain presidents on the other system campuses will follow your lead.

Thank you for considering this matter. We look forward to your response.

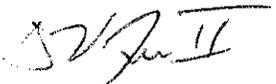
Members of the BU Gender Issues & Social Justice Committee

Anna Turnage, Chair


Laura Davis


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cc:
Steve Kokoska, BU APSCUF President
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