

**Chancellor's Cultural Diversity Council  
December 12, 2014 2:30 P.M. to 4:00 P.M.  
Woods Hall – Room 101**

Members present: Deborah Burris, Lisa Busalacki, Kat Riddler, Carl Hoagland, Kuei-Hsiang Hseuh, Linder Williams, Raleigh Muns, Charlotte Petty, Meg Naes, Sandy Morris, Quincy Jones, Raleigh Muns, Pat Boyer, Christina Pope, Yan Tian, Benjamin Torbert, Maria Balough, Alice Canavan, Lauren Masterson, Cameron Roark

**I. Welcome/Opening Remarks-Deborah Burris**

Deborah Burris welcomed all members in attendance.

**II. Gender Identity Presentation-Dr. Susan Kashubeck-West**

Deborah introduced the guest speaker, Dr. Susan Kashubeck-West, a professor in the Counseling & Family Therapy Department. Susan thanked the group for the opportunity. Susan shared information on the following topics: gender identity and gender expression, the differences between “sex” and “gender,” the gender binary and the influences and complexities of social pressures. Susan also enlightened the group on biases and pathologizing terms in the dominant culture, definitions of masculinity and femininity, as well as the discrimination, challenges and safety concerns those individuals who are trans or queer identified face.

Discussion among the members ensued. Members spoke about what UMSL can do to make the campus more inclusive with respect to the following: insurance for hormone therapy, the opportunity to use gender preferred pronouns and the need for more gender neutral bathrooms.

*Action Items*

-The CCDC will inquire about health insurance benefits with respect to hormone therapy.

-The CCDC will inquire about the possibility to include preferred pronouns on ID cards.

**III. Diversity Action Plan (DAP)**

*Hourly Employees/Inclusive Campus*

Meg shared with the group the updates for the subcommittee. She indicated that a letter to the Chancellor is drafted, but is awaiting approval.

*Diversity Awards*

Charlotte Petty shared with the group updates from the subcommittee and gave a brief background of the purpose of the awards. She indicated that the group is currently compiling the information for creating the criteria for the awards and deciphering who will be the committee to approve the awards. Charlotte stated that Raleigh Muns suggested naming one of the awards after Marguerite Ross-Barnette. She further stated that the awards will be given to the following groups: faculty, staff and students.

Deborah shared with the group the format and guidelines for the nominations for the “Women’s Trailblazer Award.” Charlotte indicated to the group that other awards on campus include money and plaques. She then posed the following question to the group: “If the CCDC wanted to include money or plaques with this award, where would the funding come from?” Lauren Masteron-Rodriquez suggested possibly having Express Scripts funding the awards. She indicated that this could help strengthen the relationship between the corporate and community partners.

#### *Diversity Advertising*

Sandy Morris shared with the group the updates of the subcommittee. She stated that the CCDC would benefit from creating a recognizable and dynamic brand/logo. Sandy indicated that this would help with events, promotion, and awareness for upcoming CCDC activities. Discussion ensued and the members agreed. Lauren suggested utilizing an app. called Bonfyre that provides a space for employees to connect on various topics such as: women’s issues, veterans and other cultural groups. She stated that this has allowed for a social connection among employees as well as a space to share diversity information. Christina Pope voiced her concern that the site would not be monitored.

#### **IV. Announcements**

- Cameron Roark and Kat Riddler shared announcements for the homecoming week.

#### **V. Upcoming Meeting Dates**

- March 11 or 13, 2015 (Interfaith panel TBD)