MINUTES

Attendance: Liisa Laine, co-chair; Grace Young, co-chair; Sarah Aneyci; Sarah Brown; Geeta Chougule; Dawn Cummings; Daisy Ferreira; Tara Greenwood; Catherine Hanni; Joel Hernandez; Marguerite Joutz; Annemarie Kennedy; Michael Leitao; Derek Lisi; Abigail Peterson; Jessica Pontarelli; Jennifer Quiroz; Barbara Simoneau; Maria Sokolova; Beth Travers; Ray Windsor

Absent: Laura Dobler; Kristine Newson; Laura Pleasants; Felicia Raton; Yi Vizard

1. Acceptance of meeting minutes: May 7, 2019

There were no objections to the minutes and they were accepted by all present members.

2. Gender-Neutral Bathrooms Presentation by Leah Vanwey, Associate Provost for Academic Space

Leah updated SAC on what has been done after the Provost received a request to make a restroom gender-neutral. The restroom that was updated to be gender-neutral then received negative pushback and even vandalism, and the University is making a proactive statement that an increasing number of people in our community need and should have gender-inclusive restrooms accessible; this is part of Brown’s nondiscrimination policy. Access to gender-inclusive restrooms has been an issue for mental health, physical health, and safety. In 2016, 73% of Brown buildings had gender-inclusive restrooms; in 2018 that increased to 88%. At the same time, there are increasing complaints and biases from the community. The end goal is 100% access in Brown’s academic, administrative and dining facilities. First, single-use restrooms (except for the women’s rooms in Barus and Holley) are being relabeled as gender inclusive. Next, Brown is providing wayfinding to gender-inclusive restrooms in buildings/complexes with inadequate signs. Next, Alumnae Hall, Sharpe Refectory and Lincoln Field Building are receiving gender-inclusive restrooms. Finally, Brown will explore possible options and costs in MacMillan Hall, Pembroke Hall and Sidney Frank Hall.
The timeline is as follows:
Spring 2019: conversations with departments on possible changes
Summer 2019: sign changes and physical changes will achieve 96% access
Summer/Fall 2019: implementing changes in the final three buildings

**Question: Will this affect all Brown University buildings?**
**Answer:** All but 003 Davol Square, which is leased space (and the lease is up relatively soon).

**Question: When did the vandalism, etc. Leah noted in response to the gender-inclusive restroom happen?**
**Answer:** It just happened this past fall. Brown administrators are having ongoing conversations to address accommodating needs without segregating floors by gender.

**Question: Why alternate gender-neutral restrooms instead of having them all be inclusive?**
**Answer:** Some people are concerned about sharing restrooms with people of a different gender identity/expression. It’s a challenge to include people while not excluding others.

**Question: If a department requests a gender-inclusive restroom, who pays for the renovation?**
**Answer:** If the Provost’s Office approves it, the Provost’s Office will pay for it - but it needs to be a reasonable renovation.

**Question: Are there gender-inclusive restrooms in the new buildings (225 Dyer, etc.)? And in Page-Robinson Hall?**
**Answer:** Yes and yes.

**Question: University Hall has a slider to designate whether an occupant is male/female on the 4th floor. Could that be a temporary fix for other restrooms?**
**Answer:** We don’t recommend that approach. People sometimes forget to change the sign, so a permanent one would be best.

SAC thanked Leah for her presentation.

---

3. **Updates on Staff Development Day on June 11**

- Registration opened this morning, so be sure to register for your courses before they fill up.
- Those who signed up to volunteer for SAC on SDD should be on time and be flexible for any last-minute changes.
- The SAC “Learning to Lead” panel will prepare some questions in advance but hopes the audience will bring additional questions.
Those helping with the raffle were asked to pick up the prizes by May 31st and give them to Grace or Geeta.
The newsletter will have to go out earlier than usual so it can contain a list of prizes. Also of note: people don’t have to be present to win the raffle.
Liisa is working with her connections in Facilities to build the Wall of Fame. If you haven’t done so, please submit a recognition of fellow staff members. Encourage fellow staff members to submit nominations as well.
The Meet and Mingle event following SDD is booked; Tara will check into providing refreshments (a quick discussion suggested a nice cheese/cracker platter) at the Grad Student Center. Signage is needed because the entrance is hard to find.
SAC has been asked to do social media for Staff Development Day. We will use #sdd2019 and ask people to use the tag. Others can email photos to sac@brown.edu, which we’ll collect and download to a thumb drive so Media Services can curate a slideshow to show at lunch in The Ratty. SAC members were asked to contribute photos throughout the morning.

4. May 29 “Clean Break” Volunteer Day

Erin will be in touch with SAC with details for next Wednesday. SAC will gather at 9 a.m. at whichever location has the most donations. Items need to be brought to Savers, Dorcas Place, Rhode Island Community Food Bank, and other sites. Please bring a car if you have one. SAC is also looking into t-shirts to wear at volunteer opportunities.

5. Staff Concerns/Updates

Job Audit update: Laura Dobler had asked what happens when a staff member requests a job audit, the audit indicates that the job should have an upgraded grade, but the department can’t fund it. Liisa reported that she has since spoken with Vice President for Human Resources Amanda Bailey, who responded that Elizabeth Warner said the outcome of an audit requires the approval of a department head. Central funds are available to assist eligible departments who lack funds.
SAC members wondered, if there is a central pool of funding, why didn’t the department head know that? Can there be more transparency?
Abigail noted that could be an issue for grant-funded positions.
Mike noted another potential concern: he knows a Brown employee whose job audit said it should be a higher grade, but the department said the employee lacked the degree for that grade (but continued to have them do the work under “additional activities as directed”).

Transportation employee treatment update: Mike is still working with Director of Transportation and Card Services Carleia Lighty on the transportation issue that was brought up at the last SAC meeting. Liisa suggested emphasizing in the newsletter that no one at Brown should be abused when doing their job, and Mike and Carleia are working on some kind of notification. It was noted that Carol Leone had won an Excellence Award for Diversity and Inclusion based on her university-wide campaign on respect, handing out “respect” buttons to the Brown community to spread awareness to a simple but important message.
**Speed bump update:** It’s May; where are the speed bumps that had been removed for snow plowing? Barbara keeps being told they’re coming “any day now” and still no word. The RI DOT needs to be contacted, and Marguerite noted that Russell Carey, John Leopold, and Al Dahlberg are all aware of the issue, which is out of Brown’s hands. This is affecting a lot of people between South Street Landing, 1 Davol and 3 Davol. If the speed bumps still need to stay off for construction issues, employees should receive an update. Marguerite suggested inviting John to present to SAC, and Leah suggested differentiating the temporary speed bumps from the long-term ones that are caught up in the City of Providence’s urban planning designs. Liisa will get in touch with John and update SAC.

6. **Volunteer Committee Updates**

- The **Special Olympics** is June 1st and 2nd (Friday the 31st is filled up). Jenny and Daisy are volunteering, and others were invited to help. Today@Brown will have an announcement as well.
- 6/24 is the Roger Williams Park Zoo event (**Zoobilee**). If you do a shift before the Zoobilee, you get a ticket to the Zoobilee; if you volunteer at THAT event, you get a ticket to Brew at the Zoo. Most of the animals are out at that time and the zoo is lit up and magical. Volunteers would be helping with registration, setting up and breaking down tables, etc.
- **6/27 FM Day has been cancelled.** We’ll still have our SAC meeting from 12-1 that Thursday at Petteruti Lounge instead of Tuesday. The FM date will be rescheduled in the fall.
- We’ve collected nearly 1,900 books in the **United Way Children’s Book Drive**! They will collect the books tomorrow (5/22), so if you hosted a site, please put your box where drivers can find it easily. It was noted that Facilities alone collected close to 600 books.
- Mike will send the draft newsletter to Daisy on 6/5 to ensure that all upcoming volunteer events are included.
- Daisy is doing a drive for **Providence Animal Rescue League** for cat/dog needs and is talking to them about the best time to launch a drive.
- Maria is all set with volleyballs for the upcoming Meet and Mingle event, and Grace will check in with Laura on whether anything is needed for the cultural potluck event.

SAC will meet next on Thursday, June 27th at 12 p.m. in the Stephen Robert ‘62 Campus Center, Petteruti Lounge.