GSA General Assembly Meeting

December 2nd, 2015

Minutes

Meting start: 6:41pm

Approval of Agenda

 No additions or corrections to agenda

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 No additions or corrections

Deep Dive: Race, Diversity, and Inclusion at Yale GSAS

 Katie Oltman leading

 Yale diversity breakdown is not that far off from the american matrix

 Also on point with peer institutions

 Yale adds up to 107%

 Question: is this all of yale or just GSAS

 All of yale

 Numbers are different at GSAS, but those numbers are not as readily available

 Question: Are these all ages, or are they college age demographics

 College age demographics

 Question: Is the goal to come closer to the US numbers?

 No, it is more complex than that, but the american standard is not our own

 Question: do those numbers include international students?

 No- just american citizens

 The recent issues on and around campus have shown that despite matching national average, things at yale are not settled

 Recent events: the forum at the law school

 Students shared anecdotes about time at yale

 Questions emerged about whether or not it is fair for students to be asked to be teachers on diversity

 It emerged that GSAS students have specific issues

 Also listening conversations conducted with Dean Cooley, M. Nearon, KGC

 Issues about lack of diversity in faculty; teaching race in the sciences

 A letter circulated post talk focused on Dean Cooley's allegedly 'inept' handling of event

 Faculty diveristy hiring grant

 50 mil towards hiring a more diverse faculty

 Question: what does this mean? More tenure track positions? More adjunct positions to up ratios?

 GSA is pushing for tenure track positions

 Comment: the language of the proposal and the grant is still unsettled; but there is a point about increasing adjuncts

 There is an agreement among GSA collabs that the funds should go to full professors

 A diverse faculty is more than filling in a pie chart , so it is difficult to say what the final numbers will look like

 Comment: faculty head count by ethnicity

 FAS breakdown by race and gender, but on an obscure website

 Review of cultural centers in the Spring, but was largely artificial and infrastructural

 New Deans appointed, and raised to level of dean, no just directors

 Increased funding

 Fast-tracked funding, doubling the funding

 But funding was relatively small to begin with

 Q: what was the original funding? We don't know

 Were the numbers in the consulting report?

 Current initiatives:

 Diversity training, aim for mandatory training

 Improved grievance procedures

 Current system is opaque: is this just the websites, or is the procedure itself opaque

 C: was recently contacted about the process, so it seems there is some review or visitation of process is going on

 Until things are resolved, M. Nearon is best solutions

 Amp up mentoring programs across cultural centers

 Communicate about cultural centers and their inclusive policies

 Can we include mentorship in the tenure process, so that women and minorities are not sabotaged going into tenure review

 Providing additional resources beyond Office of Diversity and Development

 Q: was there a critical discussion of cultural houses? That they were segregating forces?

 Largely these are considered community building tools, not forces that preclude interactions

 Perhaps communication needs to be improved about the inclusiveness of houses

 C: there has been no conversation about post-docs. As GSAS students, we probably interface with postdocs the most, but there has been little or no word about the race relations issues from their front

 Q: what is being done about post doc sensitivity training?

 Right now there is no training for anyone, but when/if the training happens, we need to be sure postdocs are included

 C: it is important to make sure that cultural center are being held to a standard, and that we are not only giving them space to exist but also holding them accountable

 Q: what is a marker of success of cultural outreach? Is this being discussed?

 People are discussing what it means to succeed with diversity initiatives, but it is still a very difficult question to answer

 Q: are there numbers about who is applying to programs? Can we increase diversity if URMs aren't applying to our programs?

 These are considered pipeline issues, yale is going to give additional attentions to the existing program

 Follow up: it is also worth looking at first generation college goers

 We can only work at a certain level, and the outreach programs can only go so far, but M. Nearon is running programs that try to counteract the early factors that discourage certain groups from pursuing higher and secondary educations

 M.Nearon is attempting to expand existing programs that seek to encourage underepresented groups

Deep Dive: Transit and Security

 Tranist updates

 Shuttle riders' rights communication

 Introducing infographics that cover shuttle etiquette

 The two samples were pitched to admin, and we started with admin friendly examples

 TS will circulate a list of potential infographics and will solicit input from gsa aobut which 'rule' and 'rights' are most necessary or suitable for infographics

 This evolved from the 'riders' bill of rights' discussion that came out last year

 C: this conversation really needs to be had with the VP of transit, and people in charge

 The people we've spoken to are very much on board

 Q: who is absorbing the cost?

 They are, but not enough money to put on every bus in the fleet

 Q: would you consider a comprehensive bill of rights PDF that students would have access to?

 The list is there, and we will aim to put it up on the trasnit websit

 Q: what does abosrb the cost mean? Printing as well? Or just the rental space?

 They seemed prepared to pay for all of it

 Meeting with ed was very productive, so it seems like it is definitely happening

 Door to door revisions: they are in the process of revamping the entire system that lets you use your smartphone to order ride, see where the car is, and be able to cancel the ride from app

 Q: will you still be able to call, since not averyone has a smartphone

 Yes, and visitors can use the system as well

 Q: do we know what will happen to dispatches currently hired for this job?

 They are also involved with security, so hopefully they will be able to focus more on security job

 Q: are the dispatchers necessary for scheduling rides when multiple people in one car are involved?

 The app program allows for that

 The role out will not be one night and everything changes, it will be slowly beta tested and the operational population will increase

 Other complaints about the shuttle system, how it works and how it moves around

 Will attempt surveys n coming months to see where interest is in population how they would prefer to be served and how service should change

 The new res. Colleges have prompted various groups to ask yale for more money, the transit dept is one of them

 The weekend shuttle will now stop at Elm City Market

 Also in talks about improving student saftey on campus

 Please share thoughts about imporving city and campus safety and the TS will liaise with proper groups

 Q: Yale is required to report within a certain radius, when things happen to gsas students outside of radius, it is not reported. Can we ask them to include all crimes against yale students outside of radius

 Does yale security handle all yale student crimes? Why can't they be easily reported to students?

 Crimes that are solved should be included, not just the ongoing threats; people should know what is going on around where they live and work

 They aren't required by law, so they will be very reticent to do so, since it might raise crime statistics

 Chief higgis does occasionally send emails that are not legally required; there are existing community resources that allowo people to report or learn about neighborhood crimes

 There is also the livesafe app, which is an earlier generation of the bulldog app; people do have complaints but they don;t necessary report them to the police department

 Could the disclaimer that appears at the end of every higgins email about the saftey of the shuttle program be leveraged to increase funding

 Higgins was at a meeting a few yrs ago and was very reluctant to increase bubble

 Can we get data to back up our request fo rmor ethurough reporting

 Higgins is very open to 'meet the chief" events

 Lab safety initiative

 Goal of the safety team is to improve safety in chem and thefn move out to other departments

 Website is up an running, and gives you resources

 Will have forum topics; competiton to improve label; trying to put together 'funny' videos for safety

 Q:how often are the blue phones maintained?

 Very well maintained, but not well used since people have cell phones

 The blue phone at the golf course was disconnected

 There are 3 different types of blue phones, and they all need to be checked

 Q: how often are they used each year?

 No idea, but they are never going away

Department Meeting Reports

Statistics – Cindy Rush

 16 phd students, yearly cohort of ma students between 5-10

 almost 90% of students are international

 everyone like extended gym hours, but in general holiday hours of everything suck on campus

 Faculty and students go out to lunch everyday at dining hall, but it is free for faculty and 10$ for stuents

 Can the cost be reduced for students to a more reasonable price?

 Students love the english primer program, eased transition into new haven

 Q: do we know when students will be booted from HGS

 It has shifted a year after the schedule for elm street dorm changed

 Now at 2018? Bur students need to have afirm date for plan ahead asap

Forestry and Environmental Studies – Paige Weber, Bryan Yoon, Ana Borges

 About 82 students, big program

 Being an idependent school makes financing difficult

 Average phd student is 30, older generation

 30-40% are in the humanities and the social sciences but do no have any of the sixth year extension benefits

 program coordinator does not know how many are actually getting funding

 about 50% are science phd with 5yr guaranteed funding, but no guaranteed 6th funding

 international population with international research interests,

 what are the medical benefits while they are abroad, more clarification about benefits when abroad

 not enough money or support from university to assist in starting a family, concern since FES is an older population

Immunobiology – Jesse Collins, Bill Ruff

 Shuttle system has a gap between 6 and 7am

 A red line shuttle does operate then

 New green bike lines, but can be very slippery in the rain with no texture grips

 Issues with pike international

 Traffic safety at congress and cedar, many cars, a lot of pedestrian traffic

 Is there a way to slow drivers down and make them accountable for safety, ie red light camera

Ivy Summit Report

 Move to table

 Seconded

 approve

Graduate School Alumni Association Fall Assembly Report

 Move to table

 Seconded

 approve

Concerns from the Floor

 Wellness grants

 One to start a gsas focus group study about stress and mental wellness

 Looking for volunteers

 Second grant for destress fest pilot

 Looking to directly coordinate with DGS and PIs so that dtudetns can be let out on time or able to go

 Nest meeting: Dean cooley will be joining us

Adjournment

 Motion to adjourn

 Seconded

,eeting end: 8:07pm