

Staff Round Table Notes from June 10, 2020

Rebekah Bernard introduced the round table, welcomed everyone and discussed the format for communication including using the chat feature and/or raising of actual or virtual hands. Rebekah offered thanks for those staff participating. (32 participants) Rebekah noted the following:

- 1) Trying to communicate back to administration how grateful we are.
- 2) Let staff know there has been consultation by administration in the decision making process.

Rebekah turned it over to Amy who gave an update on Staff Senate and fall planning. Amy thanked staff members for taking time to participate in this round table.

Amy made the following points with respect to fall planning.

- 1) There have been many “touch” points with administration regarding fall planning. The Senate is involved in the planning groups
- 2) Planning groups submitted reports to the administration on Monday June 8th. Reports will be reviewed to inform decisions made by the cabinet.
- 3) Multiple sources of guidance are being considered including Governor Wolf as well as what is being considered by surrounding states (for example New York and Connecticut).
- 4) Social distancing will be a component of the return to campus.
- 5) May be significant changes to campus. Adjustments to the calendar are being considered and different models of education are being considered.
- 6) Provost, Dr. Gingrich is interested in hearing feedback.
- 7) Fall re-opening is a collaborative effort.

Staff had inquired via submitted question about an update on the “staff buy out package” mentioned in a previous university wide communication. Amy indicated there has not been any update yet from Patricia Tetreault with respect to this.

A discussion ensued concerning staff initiatives on race, diversity, equity, and inclusion. Rebekah Bernard facilitated this conversation.

Geri Barber indicated this is an area where conversations are difficult and necessary. Education, training and support for and with our community will be important moving forward.

Some of the sentiments expressed were as follows:

- 1) A sense of being stuck and not knowing where to start
- 2) A need for there to be partnerships to “fix” this
- 3) Multiple books, films, resources, and strategies were suggested. Below are some of them
 - a. Just Mercy
 - b. Me and White Supremacy
 - c. How to be an Anti-Racist-Kendi
 - d. NPR Code Switch
 - e. Listening Session
 - f. Training Similar to Safe Zone
 - g. Racial Equality Institute out of North Carolina

- h. Explore Diversity Institute at Misericordia
- i. Safe Colleges information (but needs updating)
- j. Create a staff education page
- k. Create a google doc
- l. Create an Ad-hoc committee

A list will be compiled and made available for staff. This will likely be through the staff senate web page

Additional resources can be sent to Amy.

It was clear that Staff was/is greatly impacted by the recent events surrounding racial injustice. It was also clear that staff wants to learn and be a part of solutions.

The roundtable concluded with a reminder that there will be monthly roundtables and that staff members can come to Senate meetings as guests.

Will have monthly roundtables---reminded folks that you can come to meetings as a guest