



EIAAR Committee Report

Equity, Inclusion, Accessibility, and Anti-Racism

Senate Meeting: November 13, 2024

In Attendance: Takiyah Ali (Chair), Daniel Aguaiza, Lise Colbert, Matthew Frye-Castillo, Gabriella Kohler, Victoria Rei, Maritza Rivera.

Letter to Campus Leadership

The EIAAR committee was included in a correspondence sent to Lehman Leadership, which expressed concerns regarding actions taken during a campus gathering/demonstration that took place last month. With the assistance of our Administrator and Officer of Compliance and Diversity, Ms. Maritza Rivera, the committee presently understands that the matter is under investigation. It was noted that President Delgado responded to the letter. While specifics of the ongoing investigation are not available at this time, the President expressed openness to a discussion on how all members of the Lehman community can responsibly adhere to the University's guidelines for demonstrations and the CUNY Code of Conduct (Henderson Rules).

Committee Reaction?

- There was mixed awareness of the matter among committee members.

Early Recommendations –

- A constructive dialogue among students, faculty, and leadership to explore and understand any differing interpretations of the University's guidelines and Henderson Rules.
- Following this, the committee suggests reviewing and potentially refining the language in the Student Handbook Addendum for greater clarity.

Wellness Resolution

The committee is working on refining a proposal for an annual Wellness Day.

Food Insecurity Resolution

Last month we reported that the Panera Bread Foundation provided the campus with 12,810 items, valued at \$44,258.

The Basic Needs Center reached out to the committee to let us know how much the students love the donations and for suggestions on how to further support the initiative.

Early Recommendation –

- Engage new Basic Needs Center hires (or) volunteers and possibly coordinate with campus facilities/public safety for after-hours access to properly store donation pick-ups overnight on campus.

Campus Workshops

We've learned that presenters favor in-person sessions for engagement purposes. Some Lehman community members may face challenges attending in-person only sessions.

Recommendation –

- The committee suggested that the Office of Compliance and Diversity Director consider alternatives, such as recording events and building out comprehensive online/hybrid options to enhance accessibility to the campus community.

Library Resources

Martiza Rivera shared that Funds have been allocated to develop a lending library focused on Inclusivity. Faculty recommendations are currently being collected for relevant books.

Recommendation –

- We encourage non-faculty recommendations as well.

Next Meeting

TBD

Respectfully Submitted,

Takiyah 