Meeting Minutes: Tuesday, September 11, 2018
The Commons, Multi-Purpose Room

**Present:**
Baquera, Felisha
Barrow, Terri
Biqiku, Laurel
Brassil, John
Brown, Harold
Cahill, Bess
Clemmons, Lee
Cruise-Streat, Kirra
Daughtdrill, Latrice
Dixon, Michele
Fox, Anita
Gibson, Madison
Glasgow, Scotty
Grant, Deborah
Hall, Andy
Hamilton, Brittni
Harbin, Rachel
Ingram, Donna
James, Trisha
Johnson, Denise
Jones, Christopher
Kane, Kimberly
Lawrence Givens, Tiffany
Linn, David
Linski, Jamie
Little, Geoff
Loudon, Jeff
Luffman, Josh
Majewski, Ashley
Malone, Amelia
Malveaux, Nicole
Mandeville, Jenny
McChesney, Bailey
Meadows, Shelley
Miller, Amber
Morris, Diana
Nelson, Roberta
Perry, Alexis
Pickert, Donald
Porter, Beth
Rall, Kathleen
Richter, Andy
Robinson-Nichols, Ursula
Roche, Morgan
Ruiz, Carlos
Rutledge, Scott
Scott, Carjamin
Shook, Elisabeth
Smith, Amy
Smothers, Natalia
Steinas, Jason
Stiles, David
Taylor, Susan
Upchurch, Jodie
Wachter, Michelle
Waits, Robert
Walker, Susan
Westrom, Lynn
Williams, Tara

**Not Present:**
Barclay, Samantha
Benitone, Hastings
Blackledge, hillip
Bonner, Stacey
Brooks, Kay
Brown, Kenneth
Carlson, Robin
Choate, Corey
Clark, Joanna
Cooley, Emma
Eckert, Danielle
Erickson, Catherine
Fann, Drew
Fields, Craig
Flippo, Laura
Graham, Kashif
Halman, Malina
Harvey, Gregory
Heaton, Ashley
Higgins, Ed
Hughey, Jasen
Jones, Eric
Kamtarin, Shahpar
Karls, Aletha
King, Amanda
Korab, Emily
Luce, Nathaniel
Marshall, Paul
McDaniel, Michael
Moore, LaTisha
Morgan, Rachel
Oliver, Leshuan
Poindexter, Jeana
Pring, Michael
Renee Dawson, Toni
Sanders, Sara
Sefcik, Stephanie
Sims, Beth
Sprague, Megan
Stanard, Ray
Varble, Damon
Weisbrodt, Cathy
Wocher, Melissa
Wolff, Jeanette

**Sent Regrets:**
Barclay, Samantha
Blackledge, Phillip
Caldwell, Caroline
Choate, Corey
Clark, Joanna
Cooley, Emma
Fann, Drew
Harvey, Gregory
Hughey, Jasen
Karls, Aletha
Morgan, Rachel

**OLD & NEW BUSINESS ANNOUNCEMENTS**

*Jenny Mandeville, President, called meeting to order at 8:30 am*

- Approval of August minutes
- Stay connected with USAC on Facebook, Twitter, or Instagram
- September is the month in which to re-enroll with your Kroger Card to go towards the employee hardship fund.

**COMMITTEE REPORTS**

*Events Committee, co-chairs Shelley Meadows & Amanda King*

- Thanks to everyone who helped at The Employee Tailgate!
- Upcoming events: Flulapalooza
Membership Committee, co-chairs Tara Williams & Caroline Caldwell

- Welcome new member Amy Smith!
- Happy birthday to September birthdays!
- We will be introducing a “Meet a USAC Member” feature in the monthly USAC newsletter and on our USAC website blog in order to showcase members of USAC
- We are looking for 10 plus members to feature this year.
- Members who are willing to share a little about their area and themselves, please see Tara Williams, Caroline Caldwell, Sara Sanders, Rachel Harbin, or email us at usace@vanderbilt.edu

Communications Committee, co-chairs Carlos Ruiz & Carjamin Scott

- No new business to report

Rules and Administration, co-chairs Ashely Heaton & Emily Korab

- No new business to report

Staff Life, co-chairs Elisabeth Shook & Kay Brooks

- Next meeting will be Tuesday, Sept 18th at 10:00 am at Kirkland Hall room 311F

Brad Awalt, Health Plus

- We are in the 16th year of Go for the Gold!
- Come get your numbers at the end of the meeting.
- October is Depression Awareness month.
- Go for the Gold is our health incentive program. If you are enrolled in the medical health plan, you can earn a perk.
- Changes to go for the gold include:
  - Changes in web portal
  - Health Assessment – questionnaire and will give a health score
  - Wellness Actions Log – complete 4/6 actions
  - Game Plan for your Health Video
- Health incentive you can earn up to $240 deadline and get ALL steps completed by Oct 31st.
- Go for the Gold Wellness Credit amounts:
  - Bronze ($120): Compass Health Assessment
  - Silver ($180): Compass Health Assessment + Wellness Actions Log
  - Gold ($240): Compass Health Assessment + Wellness Actions Log + Game Plan for Your Health
- Credits can go towards membership to rec center or to your health fund to go towards your deductible
- During open enrollment, designate where you want your funds to go
• Login to your Aenta portal for you to see how much funds you have available.

Rachel Harbin, VU Public Safety
• VU Public Safety has released a brand-new safety app called VandySafe
• The old app, SafeVU, no longer works, so go ahead and delete it from your phone.
• VandySafe is available to download thru Apple Store and Google Play.
• User can:
  o Contact VUPS via phone call or real-time chat
  o Submit an iReport
  o Trigger a mobile Blue Light
  o Virtual Walk home: VUPD dispatch can monitor your walk home, to your, car, to work, etc.
  o Request a friend to monitor your walk across campus by sending them an email or text message
  o Support resources such as Facilities and EAP
  o View emergency guides
  o And much more!
• VandySafe is a very comprehensive app and a great resource to enhance security on our campus.

James E. Page Jr., Vice Chancellor, Equity, Diversity, and Inclusion
• Making the Unconscious, Conscious: Mitigating Implicit Bias for More Inclusive Workplaces
• All these companies have experienced diversity issues, and all of them had to pay over 3.5 billion dollars due to law suits
• Due to this, these companies had to experience turnover, damage to brand, shares plummeting, long-lasting issues, etc.
• There are many businesses that you won’t even go to anymore because of something that they did discriminately.
• It is important to understand the challenges and impact diversity issues can cause for an entity.
• Think about a CEO, an individual – what do they look like?
• Google images shows the first lot as all male. However, if you scroll down, a woman will eventually appear
• Google, Bing, chooses image results based on the most clicks.
• Barbie CEO is the first female in the fourth row
• Less than 15% of American men are over 6 ft tall, yet almost 60% of corporate CEOs are over 6 ft tall with 36% of those being over 6 ft 2 in tall. Taller men give the “Halo Effect.”
• Female-named hurricanes kill more than male hurricanes
45 deaths vs 23 deaths
Why? Because people perceive the female hurricanes as being less destructive-causing

- Athletes: images: predominately black men
- White men: images: predominately clean cut looking profiles
- Black men: images: predominately sexualized, objectified men
- Vanderbilt Leader: our biases include white men
- Implicit bias: personal experiences become “hard wired” into the way our brain functions
- The brain looks for the simplest way to decision making – using associations
  - The brain as a prediction machine
  - Seeks the simplest path to a conclusion
  - When we let biases start to dictate who we engage with, how we think about people, it becomes a prejudice.
- Three types of bias:
  - Rater bias: change in judgment that can occur when a person allows their performed biases to affect the evaluation of another
  - Structural bias: Pursuing group interests consciously, even in situation where there is no obvious personal benefit
  - Calibration bias
- Trusted 5: no relatives, including yourself and think about race/ethnicity/education level/parental status/coupling status/sexual orientation/religion/number of children
  - Do you see a pattern? To me, they all are like me. A lot of similarities in the people they trust and ourselves
  - Choose people that have been successful from our perspective in the past, people similar to ourselves, people we trust
  - However, we need balance in our lives and choices. The easier way to make a weak leader fail is to give them a diverse team. The differences is going to make them collapse. The easier way to make a strong leader succeed is by giving them a diverse team.
  - Managing diversity is a skill that must be developed. They must be properly prepared.
- Unconscious Preferences (cultural fit) vs. Conscious Qualifications (Cultural Contributions)
  - Job description: Unconscious preference could be “education qualifications”
  - Do we have a diverse group that has engagement and inclusion
- The Priming Effect is where we start to artificially change how people see the world with the point of making a long-term shift.
  - Google images should be changed to images more representative of those people you spoke about earlier.
• What are we seeing, what is its message, and how are we shifting it to where we are seeing what we are wanting to see?
• Reach out to me and tell me what I don’t know, what is important, who should I meet?

CLOSING REMARKS

Jenny Mandeville, President

• Next meeting will be Tuesday, October 9 at 8:30 in the Commons, multi-purpose room.

Meeting was adjoined at 9:58 am