

## Minutes

The meeting was called to order by Bert Wagner, President, at 10:04 a.m.  
Roll was called by Diann Brodnax, Secretary. A quorum was present.

**Members present:** Bert Wagner, Stacie Granger, Dimples Jones, Diann Brodnax, Stephanie Allen, Mandy Arceneaux, Donavon Barbarisi, Quentin Bellard, Blaire Brevell, Greg Dowell, Demi Estrello, Hector Flores, Madison Franco, Christina Gengo, Ashley Glenn, Paula Gregory, Alicia Hargreaves, Sharlene Hatch, Margo Hymer, Johnny Jarrell, Yinka Jenmy, Gavin Jones, Sharon Mistrot, Alex Monceaux, Karli Noonkester, Natalie Rhodes, JT Roberson, Sharon Sanders, Ashley Sheehan, Tina Siau, Kayce Smith, Brent Sonnier, Ciera Vaidya, Julie Walker, Jon-Michael Wallace, and Melaney Whiting.

## Committee Reports:

**Executive Committee:** Staff Council Officers did not meet with the LU Executives in August. The next scheduled meeting with the Execs is in September.

## Community Service:

### ***September 2019***

- 9-13 – Hazing Prevention Week -- A handout, outlining information about hazing and prevention, was provided. Council members were encouraged to share the handout with their represented areas, family and friends.
- 9-13 – Blood Drive – 9:30 am – 4:00 pm -Between Dining Hall and Cardinal Village
- 18 – Office and Door Decorating Contest -- Check this week's Campus Announcements email for more information and sign up.
- 28 – LU Homecoming

### ***October 2019***

- 4 – Hispanic Heritage Month -- 6:00-10:00 pm Student Setzer Center, Live Oak Ballroom
- 9 & 10 – Wheelchair Basketball -- 1:00 – 6:00 pm Rec Center
- 16 – Wheelchair Basketball Reception – 3:00-5:00 pm
- 22 – International Food Festival -- Noon -Maes Building -Bring your favorite dish and include the recipe. The event is hosted by Computer Science Department.
- 4 – Meals on Wheels Fundraiser -- Meals on Wheels Spooky Spuds Sale
- 29 – Spindletop Spookfest -- 5:00 – 7:00 pm Spindletop-Gladys City Boomtown
- 31 – Day of the Dead Celebration -- 5:00-10:00 pm Dining Hall Lawn

### ***November 2019***

- 11 – LU Veterans Day Luncheon – 11:30 am -1:00 pm Setzer Student Center, Live Oak Ballroom
- 22 – Native American Storyteller – McDonald Gym

### ***December 2019***

- Possible holiday fundraiser

## Staff Awards Ceremony:

- November 6, 2019 – Staff Awards Ceremony – 3:30 – 5:00 pm 8<sup>th</sup> floor Library

**Staff Social Events:** No report.  
**Student Success:** No report.  
**Communications:** No report.  
**Staff Relations:** No report.  
**Nominations:** No report.  
**Nominations Drive:** No report.  
**Bylaws Committee:** No report.

**Unfinished Business:**

- Suggestion Box has been published on the Staff Council website. Council members were asked to share the link and encourage their coworkers to submit suggestions.
- Stephanie Allen, Council Member, researched what other institutions are giving for Staff Awards. Most of the institutions begin giving out awards to employees starting with their 20<sup>th</sup> year employed. The awards ranged from a paper certificate to lapel pins.

**New Business:**

Bert Wagner discussed the following Staff Council business:

- Minutes are taken at each meeting by the Council Secretary and sent to Council members for review and approval. Approval requires at least 10 Council members vote and one officer vote. Once minutes are approved, they are publicized on the Staff Council website. Be sure to share Council information with your areas each month.
- Council members are allowed three absences a year. Please send excused absences to either the President or Secretary prior to the Staff Council meeting.
- A handout listing Council monthly meeting dates and locations was provided.
- Please refer to the Bylaws regarding officer roles.
- Council members were encouraged to visit the Council website to read the Bylaws.
- Committee sign up will be discussed via emails soon.

Diann Brodnax discussed the following Staff Council business:

- Each Council member will receive an email containing the Council Roster. The roster lists each member's name, year their term expires, and a list of departments they represent. Some Council members are assigned additional departments to help represent unrepresented departments within their division. For questions or concerns, please contact Diann.
- A quote for Staff Council shirts has been submitted. The hope is to have the shirts available at the October Council meeting.

**Good of the Order:**

None


The next Staff Council meeting will be October 8, 2019 in the Library on the 6<sup>th</sup> Floor.

Stephanie Allen moved to adjourn the meeting and Tina Siau seconded the motion. The meeting was adjourned at 10:48 a.m.

Respectfully submitted,

*Diann Brodnax*

Diann Brodnax, Staff Council Secretary



THESE HANDS CAN  
DO A LOT OF THINGS.  
THEY CAN GIVE A  
HANDSHAKE OR A HUG,  
THEY CAN PLAY  
BASKETBALL OR FOOTBALL.

BUT DO YOU KNOW WHAT THESE HANDS DON'T DO?  
THESE HANDS DON'T HAZE.

THESE HANDS ARE HELPING HANDS.  
THESE HANDS WILL STAND UP AGAINST HAZING.

YOU SEE THESE HANDS?  
YES, THESE HANDS.  
THEY CAN DO A LOT OF THINGS, BUT

**THESE HANDS  
DON'T HAZE**

JOIN THE MOVEMENT | PLEDGE YOUR SUPPORT  
*HazingPrevention.Org*



## WHAT IS HAZING?

Based on the definition provided, when does an activity cross the line into hazing? The following **three components of the definition of hazing** are key to understanding hazing:


1. **Group context** | Hazing is associated with the process of joining and maintaining membership in a group.
2. **Abusive behavior** | Hazing involves behaviors and activities that are potentially humiliating and degrading, with potential to cause physical, psychological and/or emotional harm.
3. **Regardless of an individual's willingness to participate** | The "choice" to participate in a hazing activity is deceptive because it's usually paired with peer pressure and coercive power dynamics that are common in the process of gaining membership in some groups. **Circumstances in which pressure or coercion exist can prevent true consent.**

## HAZING IS...

"Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate."

(Allan & Madden, 2008)

## WHAT MIGHT HAZING LOOK LIKE?

- Ingestion of vile substances or concoctions
  - Being awakened during the night by other members
  - Singing or chanting by yourself or with other members of a group in public in a situation that is not related to an event, game, or practice
  - Demeaning skits
  - Associating with specific people and not others
  - Enduring harsh weather conditions without appropriate clothing
  - Drinking large amounts of alcohol to the point of getting sick or passing out
  - Sexual simulations or sex acts
  - Sleep deprivation
  - Water intoxication
- 
- Being screamed, yelled, or cursed at by other members
  - Wearing clothing that is humiliating and not part of a uniform
  - Paddling or whipping
  - Forced swimming



**REMEMBER:** Hazing is not necessarily defined by a list of behaviors or activities. Focusing solely on a list of behaviors fails to sufficiently address context and power dynamics involved.

# WHAT IS HAZING?

## Questions to Ask About an Event or Activity

- Is this part of gaining membership in a group?
- Could this potentially cause physical, psychological, or emotional harm, including feelings of embarrassment, humiliation, or degradation?
- What are some of the social, emotional, or personal consequences of these behaviors?
- Are people involved being pressured or coerced to participate?
- If someone doesn't want to participate, could that jeopardize their standing in the group?
- What are the power dynamics operating in the group? Are there status differences or an imbalance of power among group members involved in the activity?

## Why should I care about hazing?

While hazing is done by individuals, it is part of, and shaped by, institutional and group culture.

Individual values, beliefs, behaviors, and expectations of group members influence if, when, and how hazing happens.

Conversely, whether and how hazing happens will have an effect on the values, beliefs, behaviors, and expectations of the individuals involved in an institution or group.



**REMEMBER:** We all have a role to play in hazing prevention.

While hazing may have the strongest impact on the people immediately involved, the people surrounding them are likely to observe and hear about it. Everyone is affected when a group, organization, or community feels potentially unsafe.

Observers of hazing can play a critical role in intervening and preventing hazing and offering support to hazing victims, as well as engaging constructively with those who instigate and perpetuate hazing.

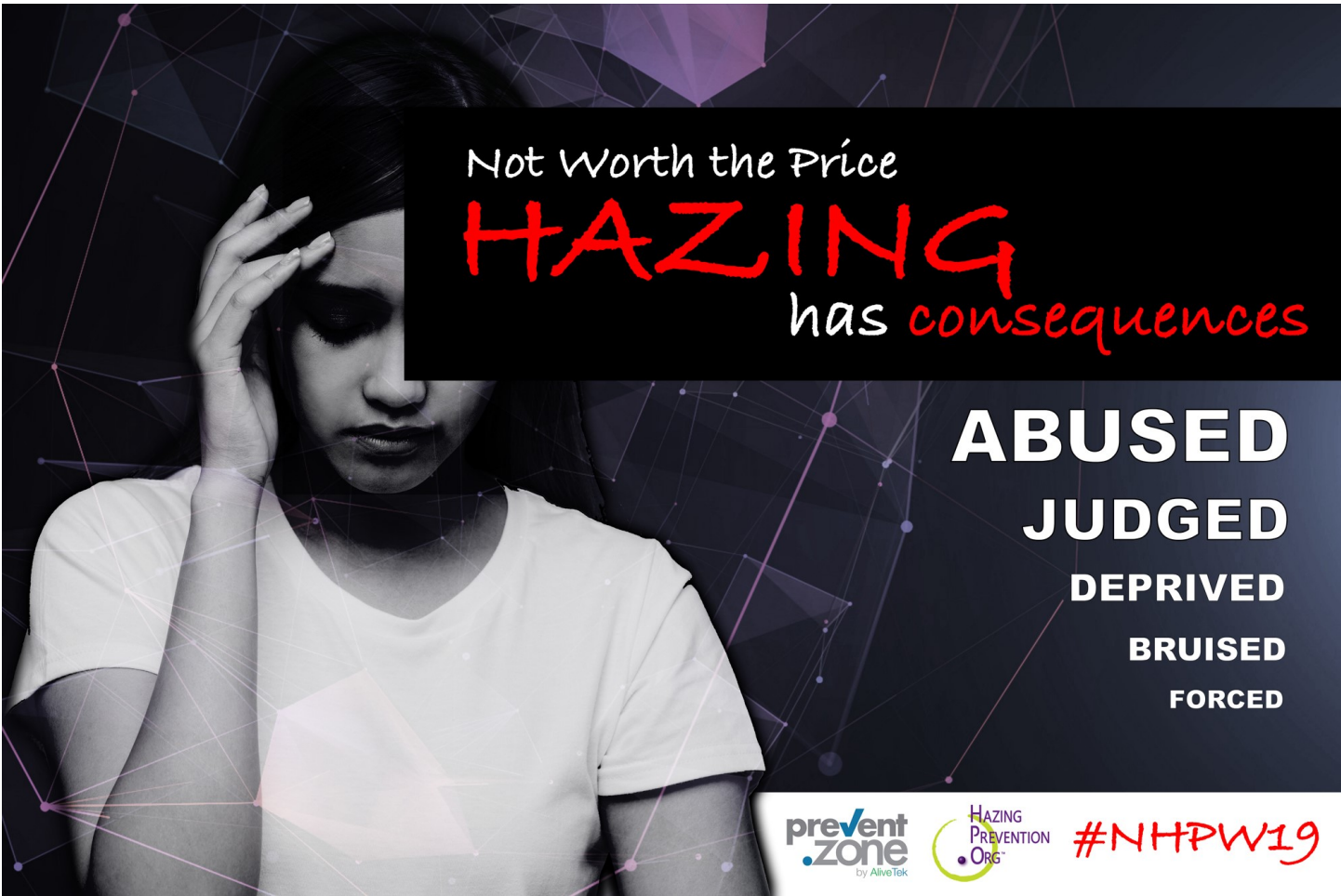
**What can you do if you observe or hear about hazing and want to speak out against and/or report hazing?**

**What knowledge and skills do you need to recognize hazing and intervene?**



Each of us has a responsibility to make a difference by being informed about hazing and committing to hazing prevention





Not Worth the Price

**HAZING**  
has consequences

**ABUSED**  
**JUDGED**  
**DEPRIVED**  
**BRUISED**  
**FORCED**

prevent  
zone  
by AliveTek

HAZING  
PREVENTION  
ORG

#NHPW19



DIVISION OF GLOBAL DIVERSITY,  
INCLUSION & INTERCULTURAL AFFAIRS  
**LAMAR UNIVERSITY**  
Office of Global Diversity & Inclusive Excellence



- ADVANCING A CULTURE OF EXCELLENCE IN DIVERSITY AND INCLUSION
- MAKING A GLOBAL DIFFERENCE



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## **DRAFT** Hispanic Heritage Month: Celebrating Hispanic Excellence

**10-4**

### **Reception \*\*INVITE ONLY**

Friday, October 4 • 6pm - 10pm • Setzer Student Center, Live Oak Ballroom

In honor of Hispanic History Month, the Office of Global Diversity & Inclusive Excellence will be celebrating the academic and leadership achievements of our Hispanic/Latinx Students. Former students of Lamar University, Evelyn Miralles & Roland Rodriguez, will be speaking to encourage our students to continue to be their best.

**10-9/10**

### **Wheelchair Basketball**

Wednesday & Thursday, October 9 & 10 • 1pm - 6pm • Rec Center

All Lamar students, faculty, and staff are invited to participate in Wheelchair Basketball! Don't know the rules? Don't worry, there will be information sessions on how to play, including tips and tricks, before the games. Sign up on IM Leagues!! Winners will be awarded a trophy and a dinner!

**11-1**

### **Day of the Dead**

Thursday, October 31 • 5pm - 10pm • Dining Hall Lawn

The entire Lamar Community is invited to help us celebrate Day of the Dead, Día De Los Muertos. There will be a graveyard and a table to make flowers to honor your loved ones from 5pm to 7pm. At 7pm, the movie, 'Book of Life', will be shown. We will also have an altar up in the Setzer Student Center Atrium all week!

**11-11**

### **Veterans Day Luncheon**

Monday, November 11 • 11:30am - 1pm • Setzer Student Center, Live Oak

Ballroom

We invite the Lamar community to help us thank our Veterans by joining our Veterans Day Luncheon! Guest Speakers, Chief Hector Flores, Dr. Larry Rose, Dr. Juan Zubala will help us understand and celebrate Lamar's Veterans. RSVP on Orgsync!!!

**11-22**

### **Native American Storyteller**

Friday, November 22 • McDonald Gym

Top students from surrounding Elementary schools are invited to listen to Amy Bluemel, a member of the Chickasaw Nation and the Chickasaw dance troupe Chikahsha Hithla teach about Native American culture in a fun and entertaining way.

# **DIVERSITY & INCLUSION EVENTS - FALL 2019**

**Staff Council Meeting Dates and Locations**  
**2019 - 2020**

<b>Meeting Date</b>	<b>Meeting Location</b>
September 10, 2019	Mason Room, John Gray Center
October 8, 2019	6 <sup>th</sup> Floor Library
November 12, 2019	Mason Room, John Gray Center
December 10, 2019	Mason Room, John Gray Center
February 11, 2020	8th Floor Library
March 3, 2020	8th Floor Library
April 14, 2020	Mason Room, John Gray Center
May 12, 2020	Mason Room, John Gray Center
June 9, 2020	8th Floor Library
July 14, 2020	8th Floor Library
August 11, 2020	8th Floor Library
September 8, 2020	Mason Room, John Gray Center
October 13, 2020	8th Floor Library
November 10, 2020	8th Floor Library
December 8, 2020	8th Floor Library

Schedule as of 9/10/2019