



Officer Reports:

- Advocacy
 - 3 things
 - Childcare - fund set aside last year to look out for, but didn't get come through. Med School now have kids covered. Some professional schools have set aside money for childcare. If you want to talk to your Dean, let Jack know.
 - Dental - We have data on dental finance. We have some legal issues with our dental plan - Law Students, help Jack. James Super's dentist is willing to help.
 - Unions - we can do things - we can look ahead and plan. 1.) Research and education. How has this happen at other schools, how did it affect the gradu students, how we function with that kind of atmosphere. 2.) Research Unite Here. 3.) 33 and GASO - fact check both claims. If you want to help out, let Jack know.

- Community Service
 - Fall Service Fair worked out. Dozen organizations came, next events will be discussed in meeting after the General Board Meeting.

- Diversity & Inclusion
 - Had our first committee meeting Monday. Discussion on what people wanted to think about, work on. Get T.I. and Colin Kaepernick to come to campus. Please sign up if you still want to join the committee (email Isaac)
 - Preeti - Kevin G is coming to Yale. Trying to recruit Kevin to talk about what it feels like to be a tokenized minority.
 - Gave presentation yesterday to task force.
 - Admin is taking it seriously
 - GSA made a committee, Dean Cooley with give response, as well as Kim Goff-Crews office.
 - Tomorrow at 3 - change the name rally - rally to change Calhoun @ Green.
 - Nov 3-4, conference on ethnic studies.
 - Nov. 3 - college and incarceration talk.
 - Let Sameer know if you have any ideas.

- Funding
 - Funded - Zlatko's Open Labs.
 - BGN - fundraiser for immigrants and refugees
 - Grad conference on ecology and religion.
 - On budget

- Professional Development
 - 3 things
 - 1.) Spark - speed networking event - went great.



Graduate &
Professional
Student Senate

- 2.) Meeting - an event to start - Peer mentoring mentoring system - a buddy system, inter-department mentoring system.
- 3.) Updates for next meeting - info on Alumni database, Career workshop, internship opportunities.
- Public Relations
 - Diversity Report - infographics were made - if you want one, find Etienne (made by Josh) - good feedback from Science Hill area
 - Weekly announcements - halloween thing that Etienne liked.
 - PR working with Advocacy regarding how to spread unionization info.
- Social
 - Social had second meeting - this weekend is Halloween Party Weekend
 - GPSCY - Doors open at 7, line will be long after 9.
 - If you want to get in front of line - Noon Sat., start setting up. We are responsible for make the chambers an alien spaceship. John will be doing a lot of things. Social Committee, help out. It'll be out of this world.
 - Elm City Social - went well.

Agenda:

- 1) Special Guest: Michelle Nearon, Associate Dean for Student Development and Diversity
 - Always been working in the STEM fields, focus on recruiting women.
 - Work with undergrads, middle and high schoolers.
 - Purview is primarily the Grad School. Retention and recruitment. Now working with professional schools.
 - Activities open to anyone who wants to partake.
 - Meeting with the Deans of the Prof. School, seeing how they are recruiting, retaining.
 - Recruitment in US and Puerto Rico. Direct programs in summer undergraduate programs, HTS, Students are from across departments. Will often times look to have students work with advanced graduate students. Promote Yale via making sure the students' experiences are positive.
 - Half of URM applicants come from four states, MA, CA, NY, PA
 - Looking at stats of where we get applications, states, etc.
 - Getting more groups of students to come to campus. Looking for students to give tours, sit on panels, currently have 9 graduate fellows.
 - Direct - part of the \$50 mil. - emerging scholars initiatives. Look at pipelines to diversify faculty.
 - Post-bach. Program. NIH prep, specifically for biological sciences. ESI prep covers other divisions.
 - Lots of target recruitments, speaking to admin, and students.
 - Try to get faculty collaborations.



- Get students interested in Grad. School - not necessarily just Yale. How to put together effective application.
- Retention - small group discussions on various Social Justice Issues, sessions on Religious Justice, 2016 + Election, Sexism. Limit group size to about 15~20 to make the conversation meaningful.
- Important for people to feel comfortable discussing difficult topics.
- Four tiered mentoring system
 - Undergrad -> Grad
 - Grad-> Adv. Grad
 - Adv. Grad/Post-doc. -> faculty
 - 4th - in development
- Picking an area for this semester to work on regarding campus climate, report to come at end of the year.
 - Student Faculty mentoring relationships.
- Surprised to see how few students had advisors/mentors
- Working to strengthen mentoring program.
- Professional Development - give students assignments related to what they're going, develop soft skills - being able to express yourself, leading discussion groups, doing things outside academics.
- Pepe needs a mentor and advisor ASAP. Look for a few in your department to guide you. Look towards your peers as well.
- Matching based on expressed needs of the participant. You have to be proactive, actively seek mentor.
- Workshops, working with implicit bias, training for faculty search committees. Common goal of diversifying student and faculty body. More than numbers.
- Students are an amazing resource. Need to incorporate more students input in school initiatives.
- We will get a response from Dean Cooley
- Putting together 3-year strategic plan.
- Jo - Lack of racial / ethnic diversity - issue is that students are not applying - how do we engage students to apply?
 - Time spent de-mystifying Yale. Establishing relationships, but takes time. Collaborate on grants, summer research program, have the students come and spend some time at Yale - this has been successful. Will be going to professional schools to compare practices. Targeting HBCUs, schools with historically underrepresented schools, etc.
 - Look at what professional conferences the schools go to.



- Shermain - I think a lot of recruitment efforts lack actual individuals who had benefitted from recruitment - seeing is believing. How can student like myself get involved in the recruitment process?
 - I have fellows go around the country - some of the students will travel to give meaningful information to students. Recruitment fairs - students, faculty, admin go. Sometimes students go to targeted recruitment events as well. Diversity recruitment days.
- Molly Scott - Shocked at number regarding students who don't have mentor, faculty they can relate to. What experiences do you have in successful mentor networking, not just faculty that look like them.
 - You should still seek mentorship even with people who do not necessarily look like you. You need to be very active in seeking mentorship wherever you can find it. I would like to see mentoring get more attention in the tenure process. How to review how successful you were at mentoring. How do we make policy around mentoring. Hard to force tenured faculty to actually mentor - this is difficult, and is being paid attention to.
- Room 206, Hillhouse. Collecting Student anecdotes. Useful for speaking to faculty, especially when dealing with micro-aggressions.

2) Committee Reports

3) Election: Traffic safety committee

- Rick had a good experience with the committee, meeting with city and university.
- Meeting Monday Nov. 14th @ 12:30.
- Jessica Leung

4) Election: University Calendar committee

- Review next year's academic calendar.
- Kim Goff-Crews is chair this year. Meeting TBD.
- Zlatko Minev

5) Title IX

- Prevent Gender Discrimination, Sexual Misconduct
- Friday afternoon, once a month.
- Molly Scott

6) Reminder/update: Meet your senators events