

**Staff Work Life Committee Minutes**  
**March 19, 2021 – 1:00 p.m. (via Zoom)**

Attendance: Rita Mannelli, Jon Fleming, Thomas Keilman, Ann Knaak, Jazzmyn Ivery-Robinson,  
Stacey Stehle, Valarie Wilson

Ex Officio: Cynthia Cusimano (HR Representative), Patrick Richey, Cathy Stevens

Guests: Ashley George and Jed Metzger, co-chairs of Nazareth College Anti-Bias Team (NBRET)

Note to file: The scheduled February meeting was cancelled

**1. NBRET Presentation**

Co-chairs Ashley George and Jed Metzger presented to the committee a brief overview of the newly formed Nazareth College Anti-Bias Team (NBRET). The mission of NBRET is to address incidents of bias involving Nazareth College students, faculty, and staff with understanding that growing a Community of Belonging is a shared community responsibility. The goal of Nazareth's bias reporting and response process is community building and education through our restorative justice for healing and rebuilding trust. The committee members had a robust discussion and were grateful to have the opportunity for discussion and the presentation

For more information about bias, reporting, response, and prevention:

<https://www2.naz.edu/community-belonging/bias-reporting-nazareth-college>

**2. Coffee Break Follow-up**

The committee will schedule the next Coffee Break with Darrell Bell, the incoming Vice President for Advancement. It is another way for the Nazareth community to get to know him on *personal* level.

**3. Committee's Evolution**

This item is an on-going discussion for the group (*please see minutes of January 15, 2021*) on how to change the perception of the committee as a whole.

- a. **Assembly Day** - it was the consensus of the committee to contact the faculty in-charge of planning the Assembly Day program on how the SWLC can give input in developing the program to ensure staff representation.
- b. **Committee's Bylaws** - the committee have voted unanimously for the name change from Committee to Council. This change would requires President Paul approval
- c. **Staff Survey** - as part of committee's rebranding, Jazzmyn Ivery-Robinson submitted a draft survey to the committee for discussion and approval.

**Next steps:**

1. Rita Mannelli will reach out to Lindsay Reading Korth regarding Assembly Day.
2. Patrick Richey will join Rita to meet with Beth Paul to explain the name change from Committee to Council. Why it is important and why now?
3. Jon Fleming to help with the roll out of qualtrics survey.

The next meeting is scheduled on April 16, 2021 at 1:00 p.m.

Respectfully submitted,

Ermindia Hugh