

Minutes of the Brown University Community Council (BUCC) Meeting
Tuesday, October 27, 2015
4:00 – 5:30 p.m.

Members: President Paxson, Provost Locke, Mary Grace Almandrez, Russell Carey, Cass Cliatt, Paula McNamara, Reid Cooper, Susan Harvey, Steven Lubar, Kurt Teichert, Lily Cohen, Manuel Contreras, Sazzy Gourley, Cameron Johnson, Grace Stokan, Eve Dewan, Fernando Betancourt, Kelly Garrett, Dawn Goodman, Leora Johnson, Milisa Galazzi, and James Gardner were in attendance. Beverly Ledbetter, Jennifer Lambe, Vesna Mitrovic, Don Operario, Anita Shukla, Sveta Milusheva, Joel Simundich, Liz Rubin, Jovian Yu, Brendan McNally, and Emily Maranjian were unable to attend.

The minutes of the September 29, 2015 meeting were approved.

Sierra Edd '18, Phoebe Young '18, and Kara Roanhouse '18, members of Native Americans at Brown, presented a resolution calling for the name change of the Fall Weekend holiday to Indigenous People's Day. The resolution states that the name changing of the holiday in 2009 from Columbus Weekend to Fall Weekend was a bare minimum act by the University. It also states that changing the name to Indigenous People's Day is a first step towards institutionalizing increased support at Brown for Native students today and in the future. Over 1,100 members of the University community have signed a petition in support of the renaming. When discussing the resolution, a member of the BUCC asked what support is missing on campus for Native students. Responses to the question included: dedicated dean, sufficient academic and spiritual support, Indigenous People Department, adequate number of Native faculty members, and enough faculty members with an understanding of the history of Natives. Provost Locke informed the group that he is in the process of setting up workshops to address issues of concern for Native students. After further discussion and amendments to two clauses in the resolution, the members of the BUCC approved by majority vote the following amended resolution.

Brown University Community Council Resolution on Indigenous People's Day and Institutionalizing Support for Native Students

WHEREAS there is a history of violence with genocidal intent towards Native peoples present from initial European conquest that has echoed throughout American history and continues to this day; and

WHEREAS the juridical, military, ecological, linguistic, and religious violence inflicted on Native peoples historically is still felt today in the form of continued policies and historical trauma; and

WHEREAS although the current naming of the "Fall Weekend" holiday halts the active celebration of Columbus' torture and genocide and the dawn of the transatlantic slave trade, it is a bare minimum for the University that does not absolve it of the complicity in Native erasure; and

WHEREAS Brown University has few formal institutional mechanisms to support Native students on campus and repeated attempts at making their needs known are met with University indifference; and

WHEREAS the University has the ability to contribute to a larger movement that seeks to reconcile past acts of violence against people of color and stop the acts of violence that continue on those communities today; and

WHEREAS the University seeks to “serve the community, the nation and the world by discovering, communicating, and preserving knowledge and understanding”; and

WHEREAS a University that is developing a “Diversity Action Plan” still has antagonistic structural and social forces which must be addressed in order to institutionalize the support for students, faculty, staff, and administrators of color necessary to create a truly comprehensive and effective plan of the sort; and

WHEREAS the celebration of Indigenous People’s Day allows Brown to celebrate the indigenous community of its campus by preserving the knowledge, history, and understanding of their perseverance and collective resilience instead of brutal genocide; and

WHEREAS over 1100 members of the University community have signed a petition demanding the renaming of “Fall Weekend” to “Indigenous Peoples’ Day”; and

WHEREAS several organizations of students of color, along with other organizations and individuals standing up against racism on campus, has voiced immense support for these reforms; and

WHEREAS Native Americans at Brown, as students of color on campus, have intersecting needs with other students of color a collection of students whose similar needs the university has not met; and

WHEREAS such a stance is not symbolic or political, but instead is a fight for Native visibility in the University that has consequences for Native students, Native communities, the community of students of color on campus, and campus as a whole;

THEREFORE BE IT RESOLVED that the Brown University Community Council urges the Faculty Executive Committee to put this resolution on the agenda of a Brown Faculty Meeting and for the Brown Faculty to swiftly and promptly change the name of the holiday currently titled “Fall Weekend” to “Indigenous People’s Day” as a first step towards institutionalizing increased University support for the Native students on this campus today and in the future; and

BE IT FURTHER RESOLVED that the BUCC urges any and all relevant University bodies, as well as the University as a whole, to promptly meet with Native students at Brown in order to be aware of and address all needs made known to them; and

BE IT FURTHER RESOLVED that the BUCC urges the University to immediately develop all formal institutional mechanisms necessary to support Native students on campus as said students’ counsel advises.

President Paxson gave an update on the Hilton Hotel Labor dispute. As follow up to the suggestion from last month's meeting that the Procaccianti Group be given an opportunity to respond to the claims raised in the resolution presented by members of the Brown Student Labor Alliance, President Paxson sent a letter inviting them to a future BUCC meeting. The Procaccianti Group responded and indicated that they would respond in writing in time for the November 24 meeting and that they were deciding whether to send a representative to the meeting. Cameron Johnson '17, a BUCC member, reviewed a memo he wrote to address concerns raised at the September meeting about the resolution. He clarified that the resolution does not call for the BUCC to endorse a boycott of the hotel. He also cited additional data provided on work related injuries and illnesses at the hotel from 2013. President Paxson did not plan on having the BUCC act on the resolution at this meeting given that the Procaccianti Group would be responding to the claims. Several members said that they thought that three weeks was too long to wait and that they were ready to take a vote today. Others felt that the vote shouldn't be taken until hearing from the Procaccianti Group because it was important to show that the BUCC has done due diligence and is committed to hearing both sides. After further discussion a poll was taken on whether to act on the resolution. A majority favored voting on the resolution. The members of the BUCC then approved by majority vote the following resolution.

Brown University Community Council Resolution on the Hilton Hotel Labor Dispute

WHEREAS The Brown University community flourishes best when the broadest range of participation in events is permitted and encouraged; and

WHEREAS the Brown University community is defined as students, faculty, and staff and alumni organizations thereof; and

WHEREAS labor disputes at hotels or convention centers serving Brown University events can restrict participation in the event or meetings because many potential participants may feel a moral duty to respect a picket line or labor dispute by refusing to attend the conference or event; and

WHEREAS a public community announcement of the labor dispute at the Hilton Hotel in Providence was called on April 15, 2015; and

WHEREAS a report documenting significantly higher rates of injury and pain at the Hilton and Renaissance Hotels was released on September 4, 2015; and

WHEREAS the BUCC approved similar resolutions in support of the Westin, now Omni, Hotel labor dispute and the Renaissance Hotel dispute and should continue to uphold its moral duty to the Providence community as it has in the past; and

WHEREAS the dispute at the Hilton Hotel is ongoing and other Brown University affiliated events are likely to be impacted by it; and

WHEREAS nationwide, many respected academic organizations have relocated events in respect of hotel labor disputes in the past, including the American Association of University Professors, the Organization of American Historians, the Linguistic Society of America, the American Sociological Association, the American Political Science Association, the American Educational Research Association, and the American Anthropological Association; and

WHEREAS union contracts at hotels and convention centers within the city of Providence and state of Rhode Island will be renegotiated regularly, possibly resulting in future labor disputes and consequently, requiring support of other labor disputes; and

WHEREAS, union representation tends to raise wages, supply benefits, defend worker health and safety, and protect worker dignity, and can thereby benefit hotel workers, many of whom are otherwise disadvantaged by their socioeconomic status; and

WHEREAS, Brown's involvement in the 2010 Omni Hotel labor dispute led to the creation of a union and better working conditions; and

WHEREAS, the Brown University community relies upon the labor of hotel and other service workers; and

WHEREAS, the total economic value of Brown University conferences, meetings, and events gives the Brown University community significant leverage to influence the employment practices of hotels and the other service industries; and

THEREFORE BE IT RESOLVED that the BUCC recommends that the Brown University community has a responsibility to act so as to preserve our integrity, to promote full participation in meetings, conferences and events, and to ensure that those individuals whom it employs, both directly and indirectly, are treated fairly and equitably; and

BE IT FURTHER RESOLVED that the BUCC encourages the Brown community to take all appropriate measures to avoid holding any events at the Hilton Hotel in Providence during the current labor dispute and notify relevant university events planning bodies of the ongoing labor dispute at the Hilton Hotel, and refrain from listing the Hilton Hotel in any publications during the ongoing labor dispute.

President Paxson discussed the purpose and structure of the BUCC. She asked what role the BUCC can have in initiating conversations among community members on important issues such as diversity and inclusion. She discussed forming an ad hoc committee of the BUCC to plan agendas. Members emphasized the importance of bringing different voices and perspectives together and expressed an interest in setting aside more time for conversation. A member said it is important to be more transparent about how to bring issues to the BUCC. Another member commented that the BUCC is one of the only places on campus for an equal dialogue among students, staff, faculty, and administrators.

During the last few minutes of the meeting, President Paxson asked if anyone in the audience had an issue to bring forward to the BUCC. One student read a poem written by a graduate student about feelings of isolation and his silences. Another student spoke about being gender nonconforming and feeling unsafe.

The next meeting of the Brown University Community Council will be held on Tuesday, November 24, 2015 from 4:00 – 5:30 pm in the Stephen Robert '62 Campus Center, Kasper Multipurpose Room.

Respectfully submitted,
Catherine Pincince, Secretary of the Brown University Community Council

Brown University Community Council

Tuesday, October 27, 2015

4:00 – 5:30 pm

Stephen Robert '62 Campus Center, Kasper Multipurpose Room

Agenda

1. Approval of Minutes of September 29, 2015 Meeting

2. Discussion of Proposal to Rename Fall Weekend to Indigenous People's Day
Floripa Olguin '16, Sierra Edd '18, Phoebe Young '18, Kara Roanhorse '18

3. Updates from President Paxson
 - Hilton Hotel Labor Dispute
 - Campaign Launch
 - Discussion on the Inclusive Campus Environment Initiative

4. Open Time for University Community Members to Present Broad Campus Issues to the Council

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WHEREAS the juridical, military, ecological, linguistic, and religious violence inflicted on Native peoples historically is still felt today in the form of continued policies and historical trauma; and

WHEREAS although the current naming of the "Fall Weekend" holiday halts the active celebration of Columbus' torture and genocide and the dawn of the transatlantic slave trade, it is a bare minimum for the University that does not absolve it of the complicity in Native erasure; and

WHEREAS Brown University has few formal institutional mechanisms to support Native students on campus and repeated attempts at making their needs known are met with University indifference; and

WHEREAS the University has the ability to contribute to a larger movement that seeks to reconcile past acts of violence against people of color and stop the acts of violence that continue on those communities today; and

WHEREAS the University seeks to "serve the community, the nation and the world by discovering, communicating, and preserving knowledge and understanding"; and

WHEREAS a University convening a task force charged with developing a "Diversity Action Plan" still has antagonistic structural and social forces which must be addressed in order to institutionalize the support for students, faculty, staff, and administrators of color necessary to create a truly comprehensive and effective plan of the sort; and

WHEREAS the celebration of Indigenous People's Day allows Brown to celebrate the indigenous community of its campus by preserving the knowledge, history, and understanding of their perseverance and collective resilience instead of brutal genocide; and

WHEREAS over 1100 members of the University community have signed a petition demanding the renaming of "Fall Weekend" to "Indigenous Peoples' Day"; and

WHEREAS several organizations of students of color, along with other organizations and individuals standing up against racism on campus, has voiced immense support for these reforms; and

WHEREAS Native Americans at Brown, as students of color on campus, have intersecting needs with other students of color - a collection of students whose similar needs the university has not met; and

WHEREAS such a stance is not symbolic or political, but instead is a fight for Native visibility in the University that has consequences for Native students, Native communities, the community of students of color on campus, and campus as a whole;

THEREFORE BE IT RESOLVED that the Brown University Community Council urges the Faculty Executive Committee to swiftly and promptly move to change the name of the holiday currently titled "Fall Weekend" to "Indigenous People's Day" as a first step towards institutionalizing increased University support for the Native students on this campus today and in the future; and

BE IT FURTHER RESOLVED that the BUCC urges any and all relevant University bodies, as well as the University as a whole, to promptly meet with Native students at Brown in order to be aware of and address all needs made known to them; and

BE IT FURTHER RESOLVED that the BUCC urges the University to immediately develop all formal institutional mechanisms necessary to support Native students on campus as said students' counsel advises.

Hilton Hotel Injury Data Fact Sheet

The “Providence’s Pain Problem: Procaccianti Hotels Hurt Workers” report was released on Sept 3, 2015. This report documents the high rates of injury and illnesses suffered by hotel workers at The Procaccianti Group’s Hilton and Renaissance hotels. The report is composed of data from 3 separate sources: analysis of OSHA logs maintained by the hotels, surveys of hotel workers, and worker stories.

The startling statistics regarding the high rates of illness and injury among the workers at the Hilton and Renaissance hotels were sourced from the OSHA logs maintained by the hotels. Specifically, the logs in question are the OSHA 300 and OSHA 300A logs. These logs document each of the particular injuries sustained and the annual tabulation of the injuries respectively. Employers are legally obligated to yield these documents to employees who request them.

The Bureau of Labor Statistics (BLS) has an injury and illness rate calculator for determining the rates of injury and illness for a worksite and for comparison between different worksites¹. This calculator is tailored to use information available from the OSHA 300A form to produce rates of injury per 100 full-time workers. 100 full-time workers are represented in this calculation as 200,000 hours.

Incident rates are calculated by $(\text{Total Injuries} \times 200,000 \text{ hours}) / \text{Employee Hours Worked}$. This calculation is geared to produce 4 different types of incident rates: total incidence rate, injuries resulting in days away from work rate, injuries resulting in job transfer/restriction rate, and the DART Rate which is the incidence rate of injuries resulting in days away from work, days of restricted work activity, and/or job transfer.

The “Providence’s Pain Problem” report compared the specific hotel data to industry rates from 2013, which is the most recently available national data. Data from Rhode Island was not available for this year. The report used the NAICS code 721110 – “Hotels (except casino hotels) and motels.”

The table below compares data from the 2013 Hilton OSHA 300A to the 2013 national average incident rates for hotels.

	Hilton 2013 OSHA 300A Data	Hilton 2013 Rates	National
Total Incidents	9	9.1	5.4
Incidents Resulting in Days Away From Work	6	6.1	1.6
Incidents Resulting in Job Transfers / Restrictions	2	2.0	1.3
DART	8	8.1	2.9
Total Hours Worked	197,436.94		

¹ <http://data.bls.gov/iirc/>

OSHA's Form 300A (Rev. 01/2004)

Summary of Work-Related Injuries and Illnesses

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0 (G)	6 (H)	2 (I)	0 (J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
339 (K)	10 (L)

Injury and Illness Types

Total number of ... (M)	(4) Poisoning	0
(1) Injury	(5) Hearing Loss	0
(2) Skin Disorder	(6) All Other Illnesses	0
(3) Respiratory Condition		

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed forms to this office.



Year 2013

U.S. Department of Labor

Occupational Safety and Health Administration

Form approved OMB no. 1218-0178

Establishment information

Your establishment name Hilton Providence

Street 21 Atwells Avenue

City Providence State Rhode Island Zip _____

Industry description (e.g., Manufacture of motor truck trailers) Hospitality

Standard Industrial Classification (SIC), if known (e.g., SIC 3715) 7 0 1 1

OR North American Industrial Classification (NAICS), if known (e.g., 336212) _____

Employment information

Annual average number of employees 110

Total hours worked by all employees last year 197438 94

Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Ch Robitaille
HR Manager

401-709-0331

Phone

HR Mgr.

Title

2/1/14

Date

FROM: Cameron Johnson '17
TO: Brown University Community Council
RE: Providence Hilton Hotel – Updated and Relevant Information

Through discussion with members of the Council, it has been made aware that there are lingering reservations regarding proper facts and information with respect to the downtown Providence's Hilton Hotel labor dispute and subsequent boycott and the resolution brought before the Council titled "Brown University Community Council Resolution on the Hilton Hotel Labor Dispute." Accordingly, the proceeding will attempt to provide further information on said matters for the sole purpose of clarification.

Two recent articles published in the independent student-run newspaper on campus, *The Brown Daily Herald*, made reference in their title and body to an incorrect understanding of the question at hand. They are respectively titled "UCS supports Providence Hilton Boycott" (October 15, 2015) and "BUCC to examine data before Hilton boycott decision" (October 16, 2015). The title of the former relates to a key misunderstanding: the Undergraduate Council of Students did not, in fact, pass a resolution supporting the worker-called boycott of the Hilton. In fact, UCS passed a resolution brought forward by the Brown Student Labor Alliance remarkably similar to the one brought forward by the same student group to the Council. Specifically, UCS resolved that "the Brown community to take all appropriate measures to avoid holding any events at the Hilton Hotel in Providence during the current labor dispute" and that it inform relevant University event planning bodies of the situation and refrain from listing the hotel in publications during the dispute. It additionally resolved to urge that the University act responsibly, avoid the arising of an ethical impediment to attending any of its services, and ensure the fair treatment of those whom it employs both directly and indirectly. The latter of the aforementioned articles made repeated reference to an impending decision as to whether or not a

boycott would be supported, including in its very first sentence, reading “[The BUCC] will discuss the possibility of an official boycott of the Hilton Providence at its next meeting Oct. 27...” (Cruz 2015).

It cannot be stressed enough the resolution in question in no way asks of the Council to be an arbitrator in the current labor dispute between workers at the Hilton Providence and its management, the Procaccianti Group, and resolve in favor of one of the two parties by either affirmatively or negatively endorsing the April 15, 2015 call for a boycott of the hotel. It is urged the Council members review the resolution, particularly the two resolved clauses, for a better understanding of exactly what the Council potentially may move either in favor or against.

An issue articulated in the last meeting was with respect to the veracity and source of statistical information documenting pain of workers at the Providence Hilton. Appropriate documents should be sent detailing the source of information regarding rates of illness of injury and incidents. Sources used in gathering said information include Occupation Health and Safety Administration logs, an appropriate Bureau of Labor Statistics calculator, and recently available North American Industry Classification System data; defer to said document for specifics.

Finally, a qualification of the current labor dispute at the Hilton Providence may assist in giving proper care to other reservations brought up in the last Council meeting. This is best done with respect to similar disputes at the then-Westin Hotel and Renaissance Hotel, which were and are respectively both owned by the Procaccianti Group; in previous Council resolutions, the Council resolved to urge the University to refrain from holding events there, notify planning bodies of the situation, and remove references of them from University publications. With regards to the former situation, there were practical issues that brought the problem to the forefront: both the University’s April 2010 Gala and the Brown Sports Foundation’s

semicentennial celebration of rugby were relocated as a result of a worker-called boycott; at stake was the question of both respecting workers' rights and rendering null any ethical qualms of crossing a picket line. With regards to the latter situation, the Occupational Safety and Health Administration's fining of the Procaccianti Group for \$8000 for violating three regulations and particularly the National Labor Relations Board's conclusion of a six-month investigation finding sufficient evidence to bring charges against the hotel owners for violating workers' rights to freedom of association and freedom of speech both gave the Council necessary information it sought in order to feel like it could make an informed decision on such an issue. Those respective issues to each case were what moved the council to believe that such labor disputes between workers and management were worth their addressing. A key criterion here is not only the fact that the same management group in the last two cases – the Procaccianti Group – is under scrutiny again, but also the strikingly high rates of injury, illness, and incidents suffered by the hotel workers which has been quantified and demonstrated to use unbiased data for its calculation and analysis. That these rates are in stark difference to both national averages and those of hotels in downtown Providence with unions elevate this issue to a dispute with concrete workers' rights violations that warrant the Council's attention.