



library so as to accurately represent and educate the Skidmore community about topics surrounding marginalized identities including Black trans, queer, and indigenous people of color authors and literature. Specifically, the library will be immediately acquiring a subscription to [Transgender Studies Quarterly \(TSQ\)](#).

Associate

Dean of Students and Vice President for Student Affairs Adrian Bautista provided an update on [the We Hear You campaign](#) as it relates to the progress being made on student concerns with the -based misconduct (SGBM) processes. He reminded IPPC of the engagement with Title IX national expert [Leslie Gomez](#). Our goals remain: to listen and engage with students, hold ourselves accountable, and develop specific action plans for any alterations to our policies and processes. Dean Bautista has received feedback from stude

others or the individual requesting the exemption. Employees would be eligible for paid time off during work hours if needed and transportation would be made available through Human Resources for those individuals who need this service.

Employees who are not vaccinated or who do not receive a booster shot within 30 days of becoming eligible and are not approved for an exemption or leave of absence, would not be permitted to work on campus. A website to provide employees with the ability to submit their booster status would be created. She emphasized that since the beginning of the pandemic, faculty, staff, and students have consistently demonstrated that our community is one that cares for each other and that shares the responsibility for individual and community health and safety. As we prepare for a full return to on-campus work and learning in the coming weeks, it is the COVID-19 vaccination and booster for faculty, staff, and students will help everyone in our community feel safer and more at ease.

President Conner invited feedback from IPPC on the new policy. Members spoke to the need to have a clear, concise, and equitable policy regarding boosters for the Skidmore community. Director Vero stated that it is important to the health and safety of the community that all faculty, staff, and students are boosted by the start of the spring semester on January 24, 2022 but at the same time allowing for some flexibility for those individuals who may apply for an exemption in accordance with the [Reasonable Accommodations for Employees and Applicants policy](#). IPPC and President Conner spoke to the gratitude to all those who have offered their time and expertise this fall in our efforts to mitigate COVID-19 on campus, and to all members of our community who have done their part to help keep everyone safe.

A motion was made and seconded to endorse the COVID-19 Working Group policy proposal on booster shots. **IPPC unanimously approved the motion to endorse the COVID-19 Working Group policy proposal that all faculty, staff and students be required to receive a COVID-19 booster shot when eligible.**

#### **4. Call for Agenda Items**

No new agenda items were raised.

#### **5. Other Business**

President Conner provided an update on the progress of the