

Rollins College

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Diversity Council

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9-24-2017

Minutes, Diversity Council Meeting, Thursday, September 14, 2017

Diversity Council
Rollins College

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Recommended Citation

Diversity Council, "Minutes, Diversity Council Meeting, Thursday, September 14, 2017" (2017). *Diversity Council*. 5.

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Rollins Diversity Council
Meeting Agenda
Thursday, September 14th, 2017
12:30-1:45 PM

- Attendees: Alice Davidson, Jen Herr, David Zajchowski, Kourtne Berry, John Grau, Martha Cheng, Oriana Jimenez, Jie Yu, Jade Taylor, Destinee Lott, Teasa Mays, Mary Robinson, Nolan Kline, Abby Hollern, Micki Meyer
- Minutes for the Semester
- Introductions
- Volunteer to take minutes
 - Destinee Lott
- Review and approval of meeting minutes from May 2017
 - Approved and going to be put into Dropbox
- Personal Identity Wheel – introduction of each member and their personality wheel
- September 27th 4-7PM Diversity Council Retreat – Barker House
 - Updated list will be sent to Jillian Schumm
- Updates about Diversity across campus
 - Lester Aleman will present on the diversity of our incoming student class in October
 - Jenny Cavanaugh will present on the diversity of the incoming faculty within the next few months
- Update on Student Campus Climate Survey
 - Amy Armenia, working in house, worked on the results for the Campus Climate Survey.
 - The response rate of students was 10% and the respondents were overwhelmingly female (72.4%) which makes the data difficult to interpret due to the lack of response and skewed data. The student survey will not be sent out this year.
 - The survey results did reflect a microcosm of national conversations. Going forward, how do we bring partnerships with faculty members, and other campus members, to encourage completion of the survey in the future. Are there opportunities for continued conversation around class? There is a consistency

with the results from the last survey around socioeconomic status. Opportunities in the future could include possibly adding the survey to the grade checking software.

- Recruitment + Retention Update | Hesham Mesbah and Jenifer Ruby
 - Revisioning how do we think about the recruitment of new faculty for the campus. 66% of the new faculty members who were interviewed were not brought to campus. This year we are putting a pause on the 1 on 1 meetings, but the any faculty member who is interviewed will get an email from the Diversity Council outlining our work that we do across campus.
 - The committee will also be paused at this time.
 - HR and The Dean of the Faculty will continue to meet with each chair of an open position to begin conversations around diversity throughout the process.
- Strategic Priorities for 2017-2018
 - Since the presidential election, our nation has seen a resurgence of racism, racial hostility, and an emboldened public presence of white supremacy activism. How will this affect the campus climate for our mission at Rollins. What ought we be doing at Rollins to engage these national trends in ways that are consistent with and advance our mission?
 - Our efforts to be a campus of greater diversity and inclusion are proving to be effective. For the third year in a row, we will be welcoming the most diverse class of new faculty and staff to Rollins this year. There are many good people thinking and working hard on how to support our diverse student body. What are we doing to support the increasing diversity of faculty and staff at Rollins, to insure that the campus climate and collegial support are such that they will flourish here as professionals and as people?
 - In the curriculum and student learning experience, Rollins has invested heavily in gender equity and inclusion. What do we know about the extent to which students and faculty integrate their understanding of gender identity, equity and inclusion into their experiences at Rollins? What do we need to do to provide support for the continuum of gender identity on our campus? With well over 60% of students who identify as women in our undergraduate programs, how are we specifically

supporting the advancement and empowerment of women students? What might we do differently to uplift gender equity and inclusion as a significant dimension of our diversity commitment at Rollins College?

- In the recent past, the Diversity Council has invested great energy in interviewing all faculty candidates. With the task force work on the strategic priorities identified above, how can we continue to send strong and positive messages to candidates about the importance of diversity and inclusion at Rollins in ways that are effective but less draining on the members of the Council? Specifically, might we recruit and train a cohort of interested students to interview faculty candidates especially around issues of diversity and inclusion?
- President's Award for Diversity + Inclusion update
 - Amy Galpin – Amy Gordel “Butch Heros and the Handsome and Holy” – January through May 2018
- Diversity and Inclusion Grants update
 - 3 recipients of the award for the fall
 - Things we know may come up
 - CFAM
 - Intergroup Dialogue
- Updates
 - Annual McKnight Fellows – October 13th-15th Tampa; students of underrepresented backgrounds who are pursuing their PHDs are presenting their work. This is a great opportunity to meet possible candidates for the campus. This could be a great pipeline for recruiting talented faculty of color.
 - Three slots are available for faculty who serve on the committee.
 - Huda Awan, Diversity & Inclusion Chair for SGA, will also be serving on the Diversity Council meetings
 - \$22,458 dollars in our account.
 - Thank you for being here!

Next Meeting Date and Time: October 19th, 2017