

Rollins College

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Diversity Council

All College Committees and Initiatives

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10-19-2017

### **Minutes, Diversity Council Meeting, Thursday, October 19, 2017**

Diversity Council

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## Diversity Council

October 19, 2017

### Meeting Minutes

**Attendees:** Huda Awan, Kournie Berry, David Caban, Emily Block, Isabella Bragen, Camila Castro, Greg Cavanaugh, Martha Cheng, John Grau, Jen Herr, Katrina Jenkins, Orianna Jimenez, Ann Ketteringham, Teasa Mays, Ryan Marini, Mary Robinson, Elisa Rodrigues, Carlene Sterling, Robert Whetstone, Jie Yu, David Zajchowski.

1. Davidson: **thanks** to everyone who came to the retreat.
2. **Introductions** around the room as new members are attending for the first time.
3. **Minutes** of September meeting approved.
4. Davidson: Dean Cavanaugh provided a **report on the new faculty**.
  - a. 27 new faculty; 50% of faculty are from underrepresented groups.
  - b. New chairs and search chairs are undergoing training focused on implicit bias. Training was led by Anita Davis. Resources on supporting diversity in searches is also available on Blackboard for search committees.
  - c. Regarding what is being done to support newly hired underrepresented faculty, the dean acknowledged that they haven't differentiated underrepresented new faculty in orientation or other mentoring programs. This would be an excellent area for the Diversity Council to provide support in.

One idea is to partner with faculty from nearby campuses to support these faculty.

5. **Elevator speech:**
  - a. Review of the draft distributed prior to the meeting.
  - b. Discussion and revision of wording.
  - c. New, edited elevator speech approved (see attached).
6. **Letter to Faculty Candidates**
  - a. Review of draft sent to members prior to meeting.
  - b. Former co-chairs, Mary Robinson and Greg Cavanaugh, explain the purpose of the letter as an alternative to individual candidate interviews with a member of DC during the interview process.
  - c. Zajchowski suggested the letter include links to additional websites such as "Diversity and Inclusion at Rollins" and "Center for Inclusion and Involvement."
  - d. Discussion and revision of letter.
  - e. Davidson: Will type up changes and send out for final approval. A non-reply to the emailed draft will imply consent.
7. **Diversity Infusion Grant**
  - a. Will be posted after this meeting.
  - b. We will need volunteers to read grants: Robinson and Jenkins volunteered along with Davidson and Herr

- c. Draft of the grant application form was discussed.
    - i. It was suggested that a box be added for student background information
    - ii. It was suggested that in the propose budget, applicants should indicate how the money would be allocated between the student and faculty/staff.
  - d. Last year's winners were discussed.
  - e. Usually we get 9-10 applications and we fund 3.
  - f. Jie mentioned that she did not get a response to her application; it was agreed that we should respond to all applicants when final decisions are made.
  - g. We should publicize the grants and resulting work more:
    - i. Events should be noted in Rollins publications.
    - ii. Announce winners to Rollins publications, such as the Sandspur, and social media.
    - iii. It was suggested that we add a communications/marketing person to group.
8. **Ideas** for increasing the visibility of DC on campus: moved to 1<sup>st</sup> agenda item in Nov meeting.
9. **Task force groups meet.** The groups were asked to discuss three points:
- a. Audit: what are we doing in this area?
  - b. Look at benchmarks
  - c. List of recommendations.

It was noted that the DC may need training to be aware of possible legal issues.

Adjourned at 1:50pm.