

Rollins College

## Rollins Scholarship Online

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Diversity Council

All College Committees and Initiatives

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12-13-2017

### **Minutes, Diversity Council Meeting, Tuesday, December 13, 2017**

Diversity Council

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## **Diversity Council Meeting**

**December 13<sup>th</sup>, 2017**

**Attendees:** Lester Aleman, Huda Awan, Martha Cheng, Alice Davidson, John Grau,, Jenn Herr, Abby Hollern, Oriana Jimenez, Nolan Kline, Destinee Lott, Elisa Rodrigues, Jazmine Rodriguez, Jade Taylor, Jie Yu, David Zajcowski

### **Diversity Calendar by Nolan**

- A. Diversity calendar of integrated events with campus calendar starting with religious holidays. How do we make sure that this is not just religious affiliated (national coming out day)?
- B. College has localist. Localist is a calendar that the college bought that works with EMS. Disagreement about who owns the calendar (EMS or Marketing). Job currently belongs to marketing. We do lots of events around diversity but no one knows that they are happening (faculty and staff) unless in that inter circle of that in-group.
- C. What other way could this be utilized? Mac calendar/outlook calendar. How do we make sure we are communicating across division/depts....to make sure we are all on the same system?
- D. Who is the calendar for/ who is the audience? We might think of it as internal but marketing may think of it as public face for the community.
- E. Nolan is meeting with CJ in marketing to ask who currently owns Localist. Abby is going to email Emily. He is also going to benchmark other institutions who use Localist. Good example of this is Valencia.

### **Minutes Approval**

The November meeting minutes were approved

**Task Force Update-** Goal is now to update now and in May create final report that will be given to President Cornwell.

- 1) ***Addressing white supremacy – moving forward what are next steps? what should we be focused on now and in the future***
  - a. How does the college work against white supremacy? Benchmarked other institutions and compared what other places are doing and came up with a list of recommendations.
  - b. Collaborations between diff depts. (here at Rollins)
    - i. Sga has a yearly forum
    - ii. Politics on tap (what are some others activities for students to talk about pressing issues)
    - iii. Table manners (Catholic campus ministries) things we aren't supposed to talk about at the dinner table and how to talk about this with others
    - iv. Great debate
    - v. Safe zone-opportunity to expand and see what other trainings we can be doing. How to provide more immersive spaces?

1. We have the same trainers that are housed out of CICI how do we build that capacity so we are not tapping into the same group all of the time.
  - vi. Tars talks
  - vii. Intergroup dialogue over intercession
- c. Some of our peer institutions did not have anything about racial oppression but top things that stood out (not at Rollins)
  - i. Programs and majors that focus on diversity, social justice, public policy and community building
  - ii. Workshops that focus on social justice
  - iii. Scholarships/Fellowships for faculty/staff
  - iv. Development of students/student groups and they receive funding when thinking about community change
  - v. Activist in residence..work with students to work with identity through the arts (Susquehanna University)
  - vi. Allow students to attend conference on diversity/ leadership etc.
  - vii. Lots of things we are doing as well but want ideas to live in the diversity council
  - viii. Community impact award given to students who build community
  - ix. Dominican University.. diversity guidelines for faculty when thinking about how to infuse diversity into the curriculum. Any class can be adaptable when thinking about diversity
  - x. Opportunity for course designations for diversity. How many courses have something centered around diversity? Curriculum touches all students, if there is opp. this could be an easy win..core classes that could focus on diversity
- d. List of recommendations
  - i. Mamta is applying for ACS grant. Allow faculty collaboration around diversity and inclusion withing the classroom. Anita Davis came and spoke last year and did implicit bias training. Grant cycle would be for next academic year. The grant is limited to what can/can't be covered. Mamta wants to teach intergroup dialogue. If interested Abby can send more information.
  - ii. Can diversity council have a statement to give to faculty? If we want them to get involved but up for tenture this can take away their focus. How can we make DC helpful?
  - iii. Examining white identity workshop; this was brought to Rollins in the past..
  - iv. Can DC support intergroup dialogue more?
  - v. More campus wide conversations about racism and other SJ topics
  - vi. RCC coordinators who are trained to dicuss the first year reading in order to have more dialogue.

**2. *Supporting Faculty and Staff- retention of underrepresented faculty and staff at different colleges***

- a. What do our benchmark institutions do?
- b. If people know others at insutitions of them supporting/not supporting faculty and staff please let us know
- c. Still waiting to hear back from others
- d. Next step: Rollins is not doing a lot but what are issues that we need to fix?

- e. Maratha is reaching out to Anita Davis at Rhodes..would love to see training on candidate evaluation committee (CEC's).. also on staff evaluation.
- f. Subcommittee can send to David (hr listserv) and he can collect their responses and send to Abby for diversity directors

**3. Gender Equity on college campus**

- a. Using Lucy Cross to see how we are doing at Rollins
- b. Did a website audit. Rollins is not up to par with all the things that we are doing.
  - i. Contact CJ to get access to update website to show the work that we are doing on campus
- c. Benchmark to see if they have identity center (LBGTQ, diversity, women centers, Title 9 etc.) what would be involved in gender equity on a college campus?
- d. Using diversity council and working with Dr. Jill Jones who is looking at the same things for Lucy Cross with students.
- e. Next steps. What are we doing across campus? Lots of projects that different departments have events that are happening but not one place.
- f. Creating list to make sure everyone is included (see list from Abby) and interview people and see how do you think Rollins is doing? What do you see and what could be improved in terms of gender equity. Both focus groups and individual interviews
- g. DC is submitting questions to this group

**4. How do we convey strong and positive messages to faculty at Rollins by utilizing students in the recruitment process?**

What have we done already?

- a. HR talks about writing ads to attract diverse faculty
- b. Meet with faculty search committee and design evaluations
- c. Creating a survey to send to other institutions? Do you use students in your process and how so? Sending to two groups in Jan and group listserv
- d. Spoke to Denisa about hiring a GA to manage undergrads to focus on recruitment on the faulty side
- e. Huda spoke to SGA senate about getting students involved in recruitment for faculty. Students would want to do something voluntary or even work study.
- f. Only pushback is since it is HR want to make sure we are conscious of training that we are providing
- g. Each dept. already has students who are working when they do searches now
- h. Want to make sure these are guided conversations and less interview focused for the students
- i. How do we make sure that reviewers are doing implicit bias training when reading applications for jobs? Can we give depts. funding if they are bringing in diverse candidates to campus? how do we make sure this is ethical?
- j. What are students doing now? How can we leverage what they are doing now and go from there? How to make sure illegal questions are not asked and these are more organic conversations. Where is the line?

**Update on diversity infusion grants.**

There were 7 grants applications. These will be sent out next week

**Update on social media contributor**

Students on diversity council could be the social media manager. Huda will do snapchatting/fb at events for diversity council.

**Update on logo**

Logo to make DC more visible. Won't make new logo until late Jan/early Feb  
Alice will meet with Jen Atwell in early spring and we are getting t shirts

**Please attend MLK week Events**

Mon- Jan 16<sup>th</sup> at 6pm Tiedtke Hall vigil

Wed- Documentary program 'Whose Streets?' about Ferguson protest

Thus- Candy Chang. winter park institute

Sat- Day of service happening. More info coming soon. If teaching an intercession course please bring students with you

**Meeting Adjourned- 11:20am**

**Next meeting on January 23<sup>rd</sup>**