

Rollins College

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Diversity Council

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2-20-2018

Minutes, Diversity Council Meeting, Tuesday, February 20, 2018

Diversity Council

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Rollins Diversity Council Meeting Minutes
February 20, 2018

Attendees: Jen Her, Jie Yu, Jasmine Wullschleger, David Zachowski, Oriana Jimenez, Alice Davidson, Rachelle Yankelevitz, John Grau, Elisa Rodrigues, Nolan Kline (note taker), Lester Aleman, Martha Cheng, Destinee Lott, Abby Hollern, Robert Whetstone, Ann Ketteringham, Karina Andujar, Huda Awan.

Introductions

1. January 2018 minutes approved
2. Title IX information form Oriana Jiménez, Director of Title IX

The council received a handout about Title IX as a policy that prohibits discrimination based on sex, gender, gender identity, sexual orientation. Three functions include legal compliance, managing grievances and adjudication procedures on sexual misconduct reports, and institutional awareness education, and prevention programs. Oriana receives reports about grievances, campus safety can receive reports, and faculty and staff have a legal obligation to report certain student concerns to the Title IX office. Title IX applies to all genders and prohibits sex discrimination in education. It requires campuses to have established procedures to help survivors and requires campuses to be proactive in creating a campus free of sexual discrimination. Title IX campus policy division is currently underway to better consider how to further support survivors. Remaining equitable and fair in every way is important to upholding the credibility of the office to ensure comfort in reporting. Fondling has been added to the policy as part of the definition of sexual violence under the prohibited conduct. Sexual coercion is also new, and interpersonal violence is a new, expanded definition of what was previously interpreter and dating violence. Complicity is another newly added definition. A newly updated Title IX policy is launching this semester. Title IX needs Diversity Council support for the campus climate survey on Sexual Violence and Relationships (survey open from April 2-April 20). Past response rates have been in the high 40% area, so encouraging participation is ideal. Oriana will send talking points, hand outs, and other materials for faculty and staff to communicate with students about the survey.

Questions:

Question: is the policy revision from Rollins issues or national issues? Answer: both. Oriana reviewed policies at other institutions to help build the new one.

Question: Is being a bystander being complicit? Answer: it's hard to prove anything and would be based on circumstance. What we want to capture is someone who makes a bedroom available for use for a perpetrator, for example.

Question: Is your office sufficiently utilized? Answer: There will always be underreporting for many reasons. A lot of reports from students include parties who are not affiliated with the college, like parents or partners. Question: does

this office serve students and employees? Answer: A much smaller percentage of employees engaging in this behavior.

3. DC website:

Discussion question: What could be included on the DC page? Or a general diversity page to be included?

Ideas:

- Some things that are missing from the Diversity Council website include the current work, maybe even an agenda for the upcoming school year, and overall Rollins programing.
- Perhaps a **video or message from the President**? Something more than text. Perhaps, we could film Grant delivering the Presidential Diversity & Inclusion Awards (reading faculty, staff, and student bios) at the end of the academic year and post on the general website? (with links to the Rollins Diversity Council website); also include a description of projects for the diversity awards (e.g., Amy Galpin's 2018 CFAM exhibit) and photos of awardees
- **Diversity Infusion Grants Info:**
 - Descriptions of projects that got grants (with photos of grant recipients).
 - A link to the DC website could drive traffic from home page to our website as well - interested people could learn more about these grants by visiting our webpage, including PowerPoints from the diversity grant recipients.
- A **diversity calendar that highlights events** could be helpful, with potential comments from attendees?
 - It may be important to consider the strategy—high or low maintenance, and frequent or few updates. Either way, photos of events would be helpful.
- **People and stories—diversity spotlight** (e.g., young alum award, Presidential D & I Awardees)
 - Spotlight on a person about how they advance social justice
- Info regarding **inclusive space on campus**, like all gender restrooms
- **Available Campus Resources**
- Why does diversity matter with **external data**; immediate impact could be institutional data; logos of organizations we work with; notable award winning alumni
- Heavy consultation with media team will be necessary to figure out what can work
- Important to highlight existing work
- Alice & Jen made comment that assigning a task force to create a better Diversity Council website might be a good idea for 2018-2019. Might also be helpful to have a work-study student who is responsible for updating the page as it is not the best use of co-chairs' time and strengths.

4. Determine deadlines for faculty and staff and Presidential Awards for Diversity and Inclusion (student award is April 30; last faculty meeting is May 2)
March 23 will be the deadline. If deadline is extended, then the deadline should always be 4 weeks ahead of the deadline.
5. Diversity Fair, February 27, 12:30-2:00pm
Conflicts with college meeting, so maybe each table will have a sign for diversity council? Jen will make Diversity Council name tags for all DC representatives to wear
6. Discuss Task Force Report Format
There will be a template, and Alice will send it out.
7. Announcements!
 - a. Undocuqueer talk at 7:00pm on 2/20!!
 - b. Next meeting at CFAM!
 - c. Grant presentations on Wednesday, March 19 6-7:30pm.