

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

10-1-2019

Minutes, Diversity Council Meeting, Tuesday, October 1, 2019

Diversity Council

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Rollins Diversity Council Meeting Minutes

October 1, 2019

1. Corrected May 2019 Meeting Minutes for review and approval (Approved)
2. September 2019 Minutes for review and approval (Approved)
3. Announcements
 - a. D&I Philosophy passed Full Faculty
 - i. President Cornwell has also approved it and it will go on the website soon
 - b. Reminder: Retreat at Barker House on October 25th, 2019, 5:00 – 8:00 p.m.
 - i. Dietary restrictions- please email to let Jade and Stephanie know
 - c. Infusion Grants- due at the end of the semester
 - i. What are the grants? It is essentially to celebrate the success of a staff, faculty, and student on campus and their work. Amount is enough for each person to be able to do the work needed for their research.
 - ii. \$1750 per person who won
 - iii. Is this listed in the section for campus wide grants? This will allow for better advertisement. Carla Knight might be a great resource to add it to the list.
 - d. If you have agenda items please send them at least a week before.
4. Faculty Searches
 - a. Each divisional representative on the council [Social Sciences, Business, Expressive Arts, Humanities, Social Sciences Applied, and Sciences] should contact the administrative assistants from each of the departments in their division and ask if any faculty searches are happening in the academic year.
 - i. Reach out to see if there are any searched going on in your divisions and reach out to candidates individually.
 - ii. Reaching out via email for recruitment
 - b. If so, ask the admin to email you the contact information of the candidates as they come to campus so that the appropriate rep from the council can follow up with them and answer any diversity-related questions they may have.
5. ERG Presentation (by Lester)
 - a. Percentage of underrepresented students: 30%
 - i. Percentage has risen and we need to support their retention
 - ii. As well as retaining staff and faculty of color

- b. Affinity based group (Currently on campus: Black Women's Circle, PRISM, W Group, & Common Vision)
 - i. Shared experiences and professional support with affinity groups (a few people shared their personal experiences)
- c. Why is having this network important?
 - i. Creates a sense of belonging
 - ii. There is a calling for the groups for a retention
 - iii. Unity
 - iv. Development, maybe bringing in speakers for professional development
- d. "The future"
 - i. New @ Rollins
 - ii. Tar Moms
 - iii. Life and Wellness Crew
 - iv. Degree Seekers
 - v. Latin @ Rollins
- e. Popular in corporate but maybe not really supported at a higher education level because there is already unity present
 - i. Helps build relationships for those who may not be adapting well
- f. 3 fold
 - i. Structure
 - Build out leadership and outcomes strictures
 - ii. Unify
 - Housing of the ERG's under one umbrella
 - iii. Develop
 - Bring in talent for professional development
- g. Entertainment connection
 - i. At NBC Universal there are resource groups and they helped staff feel welcome
- h. Examples to show we care: Spirt Day through GLAD, Rollins hasn't participated in past but a simple idea to start
- i. "We Believe"
 - ERG's can be useful and helpful in retaining current staff
 - Can be a fun perk
 - Should be volunteer-driven with rotational leadership

- Leadership development
- Unique environment for relationship development
- Partner with several event

- j. Feedback from HR meeting was shared by Lester
- k. What kind of support does the ERG leadership need?
 - i. Team dynamic is definitely needed
 - ii. Motivation to get something done
- l. Based on the ERG survey, if we have data to show to HR does that have a lot of legal implication?
 - i. It would be recommended to do an internal survey of “here are the groups we have and are you interested in them?”
 - ii. Why is there a lot of HR to do the data collection?
 - There is already data
 - Also showing people what the groups are capable of and how they can support staff and faculty
 - iii. Annual audit, what is every office doing in DNI?
 - iv. Targeting new hires for the ERG groups could be beneficial since they are seeking ways to be involved.

- 6. Task force updates and work time
 - a. Brief Report draft to Jade/Stephanie by Midnight 10/2
 - i. Set goals
 - ii. Reiterate goals that were already outlined

Next Meeting Date and Time:

October 22nd in CSS 231