

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

9-10-2019

Minutes, Diversity Council Meeting, Tuesday, September 10, 2019

Diversity Council

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Rollins Diversity Council Meeting Minutes

September 10, 2019

1. May 2019 Meeting Minutes for review and approval
 - Edits to the minutes were requested and will be made. The minutes will be reviewed again and approved at the October meeting.
 - a. Volunteers to take minutes this semester:
 - i. October: Sam Vega
 - ii. November: Megan Kohr
 - iii. December: Sheryll Namingit
2. Introductions and icebreaker activity (Abby)
 - Abby lead the group in an icebreaker to get to know new members and to have an accountability partner for future meetings.
3. Diversity and Inclusion Philosophy and Principles
 - Stephanie explained that the Executive Council (EC) made a friendly amendment suggestion to the document. They asked that DC consider it and resubmit for their review. Stephanie met with Maridath Wilson to understand better the background of the D&I Philosophy & Principles document. She shared with the membership that the document was presented to DC by Carol Lauer last academic year. EC reviewed it and recommended that we make a minor edit in the language. The DC considered the recommended friendly amendment.

Abby Hollern requested that we clarify when the document is brought back to the full faculty for review and approval that the D&I Philosophy & Principles does not replace the non-discrimination policy.

The membership approved the friendly amendment.

4. Update on meeting with President Cornwell (on 8/26/19) strategic priorities identified for 2019-2020 academic year
 - The 2018 DC Report was used as a reference for the discussion. The focus was not to reinvent the wheel, but to continue our work in task forces focused on the following areas:

- a. Highlighting campus diversity initiatives & programs.
 - b. Inclusive excellence in the rFLA program & beyond
 - c. Supporting retention and thriving of underrepresented staff and faculty from underrepresented groups
 - In addition to meeting with President Cornwell Jade & Stephanie met with past DC chairs and others involved in diversity & inclusion work. The focus of the conversation was to see what areas on campus have opportunities for collaboration or furthering the work of DC.
 - There was a conversation at the all-faculty retreat about inclusion. We will ask Jenny Cavanaugh for the notes from the meeting.
5. Small-group task force on Employee Resource Group (ERG)
- Lester gave ERG overview. The question remains – who will “own” and be responsible for the ERGs? It was suggested that people are already excited to be working here thus there may not be a need for ERGs. It was also suggested that we focus on ERGs that are inclusive, multi-representational groups, like a New Employee ERG. Lester recommends launching one ERG to start. Then we could evaluate and reassess. There are a few other ERGs that are not formal – Prism & Black Women’s Circle. Suggested that we develop what would be an ideal model for an ERG first and then see if Prism and the Black Women’s Circle could adopt the model. Lester gave an explanation of what ERGs are and how they can be organized. They are mostly affinity groups focused around an identity – could be for parents, new employees, black employees, LGBTQ employees, etc. ERGs best survive with an infrastructure and can help staff to develop leadership roles. Task force on ERG could recommend data collection as a tool for improving the case for the need and benefit of an ERG.
6. Retreat at Barker House on October 25th, 2019, 5:00 – 8:00 p.m.
7. Begin small-group task force planning
- Meeting was cut short so task force planning will be started by email.

Small-group task force reports due by October 1 so that teams can work together.

Next Meeting Date and Time:

October 1st from 1:00-2:30 PM in Olin Meeting Room 230