

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

9-2018

Minutes, Diversity Council Meeting, September 2018

Diversity Council

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September Minutes

Intros: Keep, Begin, Stop

Grant, President: Keep providing recs, Begin being more radical, Stop Climate Surveys,

Jen, Accessibility Services, Co-chair: Keep infusion grants, Begin activism, Stop being under the radar

Meridath, Library, Co-Chair: Keep taskforces, Begin activism, Stop Climate Surveys

Robin, Theatre & Dance: New, unaware of prior role, Begin advocacy

Sherry, Business: New, unaware of prior role, Begin international student initiatives

Miranda, HR: New,

Jazmine FSL: Keep Being Real, Begin telling our story, Stop... nothing

Courtney, Athletics: New-ish because of Maternity Leave, Begin serving lunch during a lunchtime meeting, Stop being nervous Jen!

Jade, CICI: Keep subcommittee structure, Begin visibility, Stop... nothing

Robert, CICI: Begin DAC in community, Stop... nothing.

Alice, Psychology, Former Faculty Co-chair: Keep Jen and taskforces, Stop work if recommendations don't go anywhere, Keep Diversity Infusion Grant Panel,

Anne, Crummer: Keep taskforce, Stop work if not moving forward,

Martha, : Keep diversity infusion grants, begin bigger grant celebration and looking into Chief Diversity Officer, Stop... idk

Nolan, : Keep supporting diversity infusion grants and collaborative arrangement, Stop inefficiencies,

Update on 2017-2018 take force reports

Gender Equity:

- Recommendation
 - Rename to Center for Gender & Sexuality to be more inclusive
 - Co-Director Model like Social Innovation Model
- Grant: Agrees with name change, Retain Lucy Cross name as well, Leadership model to be co-director model with internal staff person; Lucy will continue to exist
 - Additional Questions
 - Space?
 - Title IX as Compliance, Lucy as support and prevention

Racial Justice:

- Recommendation
 - Continue to look into including racial justice into RFLA curriculum

- CICI partner with President's Office to increase attendance
- Intentional Hiring of Staff & Faculty of color to help with retention
- 360 reviews for leadership on campus
- Grant: Dubious on Chief Diversity Officer, concerned about administrative bloat, affinity groups for faculty/staff as retention tool, likes the idea of partnering with curriculum committee, more activism on white supremacy on campus

Support Fac/Staff of underrepresented groups

- CDO –

Continuing notes (continuing conversation about task force recommendations that started earlier)

Notetaker: Nolan Kline

Is there a SACS accreditation requirement for diversity matters?

When there was an office of multicultural affairs, one former leader, Donna Lee, provided support to faculty and staff as part of her work, but it was not part of her expectations—she did it on her own

Should students be meeting with faculty who are doing on-campus interviews?

Students might feel uncomfortable and have different experiences than faculty/staff

Should students be involved in this process? What is the purpose?

Could/should students do this part of a diversity class capstone experience?

Difficult to get faculty and staff on campus to go to interviews

Table this for future conversation

Incoming class:

36% of students represent diversity in some way

Lester will come to next meeting with more information

Budget

\$26,500

Future needs: pay some infusion grants and future ones

Presidential Award for Diversity

Caitlin Strickland

Kalli Joslin

Nolan Kline

Questions?

Reminders:

Diversity Retreat at Barker House: September 21, at 4:00pm

Prism and Spectrum Ice Cream Social: 4:30-5:30 in the Lucy Cross

Reception for Oriana at 3:00pm Wednesday in Bierbach

Reception for Elisa Rodrigues at 3:00pm Friday

Cru update: no decisions made

Reminder: Intersity Fellowship was kicked off campus for not allowing LGBTQ+ students to hold leadership positions, and Cru, a different and more conservative group, is trying to come back to campus.