

Rollins College

## Rollins Scholarship Online

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Diversity Council

All College Committees and Initiatives

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11-13-2018

### **Minutes, Diversity Council Meeting, Tuesday, November 13, 2018**

Diversity Council

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## Diversity Council Minutes

11/13/2018

12:35:00pm

Attendance: Carla Daza, Jazmine Rodriguez, Abby Hollern, Miranda Jung, Jade Taylor, Robin Gerchman, Maridath Wilson, Jenn Herr, Sheryll Namingit, Ann Kettering, Maratha Cheng, Lester Aleman, and Robert Whetstone.

### 1. October 2018 meeting minutes approved

- a. Martha took notes and emailed out. Minutes were approved

### 2. Cru Update: Colloquia, Peer & Aspirant Analysis, Survey

- a. Diversity council *colloquium* overall notes and themes. Document was emailed to the president.
- b. Group took about 10 min to read over the themes before proceeding in discussion about comments/questions/etc.
  - i. SGA Diversity chair-Pres Cornwall want to encourage democracy. He wants to wait before acting until next semester because the end of the semester is stressful for students. They countered that they have already been paying attention regardless of what's happening in school.
  - ii. Demonstrations and protest are happening on campus Thursday during common hour. "Centrist" at Bush Lawn. protest held on world philosophy day. Closed to public open to Rollins community. Will also have informative table for people. Educate more students about what's happening.
  - iii. Does the president want the protest to happen? Is this the only way that he will pay attention? We are not sure
- c. *Survey*- that went out to people on campus that felt they couldn't attend/wanted to share private thoughts
  - i. What does the code look like in terms of upholding the policy/not letting them back on campus?
  - ii. Majority favor Cru not letting them back on campus, there are some comments that say they should be allowed on campus if they follow the policy/ should be able to come back regardless.
- d. *Peer and Aspirant Analysis*- 30 schools on list (23 responded, 22 have a non-discrimination policy with sexual orientation included. 21 require compliance. 19 have no faith-based exemption.) Ohio Wesleyan banned outside member who was banning students based on lgbtq+ leadership. Some schools have Cru and IV and HAVE signed policy. Others have don't ask don't tell policy in their constitution.

### 3. Should we take a vote on the non-discrimination policy

- a. This will be brought to floor or faculty meeting on 11/29 to uphold the non-discrimination policy
- b. English dept and Executive committee of CLA has passed resolution(unanimous)

- i. More comfortable for people to vote since we have done educated research (i.e. colloquia, analysis and survey) that shows that we would be in the favor of the college and what they want)
  - c. Should DC's vote and should it be more narrative?
    - i. We should take a vote but being mindful of power and social capital of voting.
    - ii. Recommendation would be to take vote anonymously. Do we want to put out that it was unanimous (if it comes to this) or only if it just passes
  - d. Did SGA have any members of Cru that were present/ spoke in favor of eliminating the non-discrimination policy?
  - e. Why are we still doing this? We are only doing this for the president
  - f. Exec committee is going to take a paper vote: Should DC uphold the non-discrimination policy? YES to uphold and NO to disband. DC voted: 9 uphold, 1 extension. Maratha will draft the resolution.
  - g. When does our vote become public information? Chair decides that DC will not share that vote was taken until the president sees resolution.
- 4. Infusion Grant Volunteers**
- a. Dec 1<sup>st</sup> is the deadline: Alice Davidson and need two more people ( Robin and Abby)
- 5. Recruitment & Retention Subcommittee: contacting candidates**
- a. Chair is getting list from Jenny C about what depts will be hiring. DC will send notes to divisional reps about what's happening with subcommittee
- 6. 2017-2018 update: Task force decision**
- a. Friday, Nov 30<sup>th</sup>, Grant wants to meet with DC. Has update on his decision about Cru. Trying to find time on the calendar for this.

**New business:** Ideas of new tasks force after Cru issue is resolved

- a. Pullback of support for gender equality on campus.. wanted to have Margret M. come and talk in a DC meeting about this
- b. What does it mean to increase students of color on campus in terms of financial support? What does the strategic plan mean if there is no money behind it
- c. Employee Resource Groups( ERG) where should they fall under and where should budget come from. There needs to be more on campus and should be funded by HR. Strategic plan more then just BWC and Prism
  - i. New moms, women, young people etc.

Should we even have task force if they aren't followed? Lots of work for no action. Could DC just do these that aren't depended on the presidents approval. Could just write a proposal and send to HR and just send the president a report of what happened.

Organizing performance art( Dec 4<sup>th</sup> and 6<sup>th</sup> during common hour) with students to support upholding the non-discrimination policy. Hilary( ?) wanted to use quotes as texts from the colloquia...is this okay? Were going to look into asking participants how they feel about this.

**Reminder of next meeting: December 5<sup>th</sup>, 2018 12:30-1:45pm, Olin 230**