

Rollins College

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Diversity Council

All College Committees and Initiatives

12-5-2018

Minutes, Diversity Council Meeting, Wednesday, December 5, 2018

Diversity Council

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Diversity Council Minutes
December 5, 2018

(Started 15 or so minutes into the meeting)

Council member in attendance: Lester Aleman, Martha Cheng, Jen Herr, Alice Davidson, Maridath Wilson, Nolan Kline, Jade Taylor, Destinee Lott, Miranda Jung, Robin Gerchman

- Archive reached out to document this semester and the non-discrimination policy
- Open Forum yesterday: Marshal Poulston saying the president was being hypocritical/saying things about the president being a terrorist sympathizer. People speaking out to both sides.
- Thought policing came up in our meeting with the president. Asked us to think through that in the future.
- Rumor seems to be big on this campus about personal information about women. Maybe that means we need to look back into our Gender Task Force and how rumors are affecting women on this campus. Destinee agrees. Messaging on campus – how does the community get messaging? Seems like rumors. Men lining up on Mills lawn watching sorority girls.
- Social Justice on campus and thought policing. Seemed like the president agreed in the morning meeting last week.
- Nolan and Alice must leave to teach at 1pm.
- Looks like there is a push to bring back the Gender task force, do we want to make that one of the two task forces? Lester: what is the expectation? What will we do to move forward? How can we do things differently
- Jen: we brought this up in a previous meeting. Maybe we can make goals that we can make happen. Events? Just smaller scale.
- Maybe we can just let him know what they will be and what we do.
- Alice gives a reminder of the Gender Task Force.
- Maybe the 2 task forces can be in regard to the Gender task force – Lucy Cross, the idea of rumor – address the thought policing. How does it manifest in the idea of gender on campus.

- Thought policing is what we know the President is concerned with. How can we keep that in mind as we look into these task forces.
- we need to come up with questions when we form these task forces. So we have something to look at as we work toward these goals
- Conservative thoughts on gender roles. Thought policing around masculinity? Nolans idea of rumors, but it seems like the President is concerned with policing from fac/staff
- Lester asks about the Lucy at this point. The Lucy. Also a rumor mill. CICI had a retreat to figure out what the lucy will look like- made some plans. Considering programming while it looks like Title IX is more going to be looking at compliance this year.
- Margret McClaren set up the Colloquium to talk about the Gender task force and that will be interesting to look into to see what the questions people have are.
- What do we want to focus on? --- Maybe the future of the Lucy? Masculinity? Rumors? Gender equity for staff? Accurate titles
- HR – increase of positions
- Staff end up doing more than they are getting paid for, should staff have a governing body like the faculty?
- Expand employee resource groups- show some unity- important for retention- taking a pay-cut to be here. Give people more of a reason to be here. HR Miranda: she will bring it to her department. It doesn't make sense to have these groups to come out of a student focused office. Abby was given Prism, was that because she is a lesbian? Shouldn't it be coming from HR? HR Miranda: will definitely bring it to HR and Matt to see how to move forward. Assess the feelings and thoughts of those on campus. Make this a task force this year? Matt could be a partner in this process.
- We're all Chief Diversity Officers here.
- **Task Forces?**
 - Gender inclusion task force – The Lucy/pay-gaps/thought policing/student culture around gender/masculinity/gender equity for staff
 - Employee resource groups
- Finding out the exact wording

- Gender Equity for the Campus Community
 - Defining the scope of responsibility of The Lucy including structure and required resources
 - Student perceptions of gender norms and equity
 - Gender equity in staff pay and benefits (i.e. health insurance/ 403B)

- Employee Resource Groups (ERG)
 - Needs assessment
 - Develop ERGs

- Infusion Grants, should we extend the deadline?
 - Unclear, we'll ask the council via email