

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

11-12-2019

Minutes, Diversity Council Meeting, Tuesday, November 12, 2019

Diversity Council

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Rollins Diversity Council Meeting Minutes

November 12, 2019

1. October 2019 Minutes Review and Approval
 - a. Motion: Sam Vega
 - b. Seconded: Teasa

2. Staff Retreat Feedback
 - a. Jade offered for others to send an email to her or Stephanie with feedback after meeting or share in meeting.
 - b. Abby – Call them a dinner to shift people’s expectations for the experience. Also suggested doing a lunch with President Cornwell and then a retreat just for DC some other time.
 - c. Teasa – Don’t hold a retreat on a Friday night. Try to hold it during the regular business day if possible.

3. Announcements
 - a. Updates on DC incorporating into faculty governance structure
 - i. Stephanie informed DC that it was proposed at an Executive Committee (EC) meeting to move DC to faculty governance structure as a CLA standing committee.
 - ii. Discussion for this possible change within faculty senate will occur at next meeting on Nov. 21 @ 12:30 pm in Rice Pavilion.
 1. Nothing will go into the minutes; just an opportunity to share thoughts and discuss.
 2. There may be straw polls but no actual vote on a change.
 3. All Faculty meetings are open to staff and they are encouraged to go especially if there’s a vote. Staff can provide their opinions; however, they cannot vote
 - iii. Earliest possible vote on this would be Spring 2020.
 - iv. Jenifer – Asked whether this proposed change came from a larger group of faculty with concerns.
 1. Stephanie advised it came directly from Paul, President of the CLA Faculty and the EC as they were looking at the DC, SA and Global Initiatives and how to make them permanent.
 - v. Currently, the official status of DC is an ad hoc committee under all faculty governance because we were formed by the president and could be dissolved by the president at any time.

1. If DC is moved to CLA, President Cornwell would dissolve the DC and a new committee would be started under the CLA bylaws.
 2. Jenifer voiced concern with being called an ad hoc committee given that it has been established and active for approximately 10 years.
- vi. Crummer Faculty voted no to make DC a CLA standing committee. No clear idea of what the implications for this are.
- vii. Possible Options for DC status
1. Become a Standing Committee of CLA Faculty
 - a. We would have a representative on EC which would be the faculty chair.
 - b. Faculty chair must be a tenured faculty member.
 - c. Charge comes from the EC in collaboration with DC
 - d. Membership = terms of this are open for review/discussion. New by-laws must be written so language and voting structure would be reviewed.
 - i. By-laws could indicate that staff have voting rights, if desired.
 - e. Could still have a staff co-chair.
 2. Permanent Committee under CLA Faculty
 - a. There's no EC representation
 - b. We would still report to the CLA faculty
 - c. Faculty chair could be untenured
 - d. Could still have a staff co-chair.
 - e. Other examples of this: Grants Committee, Curriculum Committee
 3. Stay as an Ad Hoc Committee
 - a. Continue as we currently are structured with charge given by President.
- viii. Discussion
1. Abby – If we become a standing committee or permanent committee, who can change the by-laws? Who sets initial rules?
 - a. Stephanie – CLA faculty could vote to change by-laws. The initial rules would be set by EC but should be taking direction from the DC.
 2. Jenifer – possible benefits in the amount of influence and easier to get things done through faculty. Could give staff more voice being part of the faculty governance structure.
 3. Abby – What would happen or what could change if Paul is no longer faculty president and it's someone else that is not as friendly or supportive of the committee? It's important to honor

the history of advocacy and grass-roots efforts. There was originally a strong intention not to have it under faculty governance due to fear of staff losing influence.

- a. Stephanie – offered that Emily Russell and Alice Davidson, both former faculty chairs, saw the potential move to faculty governance has having both positive and negative concerns.
 4. Stephanie – suggested that we open discussion at the next faculty meeting by reading a statement from the DC.
 - a. Open feedback to entire committee – respond by 5 pm on Thursday through a qualtrics survey with personal thoughts. Stephanie and Jade will prepare a statement from this and send it out to the DC.
 5. Professor – what is President Cornwell’s stance?
 - a. Stephanie – he stated at our retreat that he has no strong feeling on this issue.
- b. Chairs of Task Forces
- i. Highlighting Campus Diversity Initiatives and Programs – Sam Vega
 - ii. ERGs – Jenifer Ruby
 - iii. Inclusive Excellence – Megan Kohr
- c. Council Member Vacancies
- i. Denise Turner from Crummer will be joining the DC starting on December 3.
- d. Diversity Infusion Grants
- i. Information has been included on the Office of Grants and Sponsored Projects website with updated links and information
 - ii. Brainstorm for other ideas to market:
 1. Sam Douguet – bring it up in department or divisional meetings
 2. Jenifer – formalize divisional meeting/all faculty meetings/EC announcements and create a checklist for how to market year on year. Add PPT that Stephanie shared to website.
 - a. Stephanie is giving update on December 11 but it’ll be too late for the grant deadline.
 - b. Suggested to announce at meeting on Nov. 21
 - c. Limitation is that divisional meetings only meet once or twice a semester.
 3. Post flyers for students with QR codes since mostly we’ve marketed to faculty. Sam Vega will take that project on.

4. Caroline – Faculty should forward emails for the grant to their division to personalize the outreach. Recruit previous students to do IG posts.
 5. Sarah Laake – Use social media and SGA to reach students
- e. Task Force Updates
- i. Campus Initiatives
 1. They have reviewed the website and social media. Submitted updates for the website.
 2. Future plans – Looking how to incorporate DC members information to website and how to gather the information for various events or initiatives.
 - ii. ERGs
 1. They have focused on what's working with the current groups. Each member is meeting with a group(s) to ask about their needs, how membership was determined, recruitment, support structure? All to be completed by early December
 2. Future plans – maybe suggest new groups, looking into funding opportunities for the group or stipend for leaders, possible organizational support structure, generating meeting ideas, listing on DC or HR website, considering an all campus survey of needs/interests.
 - iii. Inclusive Excellence
 1. Met to learn more about inclusive curriculum and teaching, brainstormed about opportunities, limitations, and next steps
 2. Future plans – meeting with Emily Russell and Nancy Chick to learn more about what's been here, collected Rollins data and best practices/advice for next step.