

Rollins College

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Diversity Council

All College Committees and Initiatives

10-13-2020

Minutes, Diversity Council Meeting, Tuesday, October 13, 2020

Diversity Council

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Rollins Diversity Council Meeting Minutes

October 13th, 2020

1. Announcements and reminders
 - a. Jade Brown announced the upcoming Infusion Grant Events today and tomorrow; please plan to attend if you can.
 - i. Virtual Film Screening “When I Stutter,” 10/13 at 7 pm
 - ii. Virtual Lunch and Learn “Supporting Students with Speech Disorders,” 10/14 noon-1 pm
 - b. Other reminders about diversity initiatives/programming from the floor
 - i. David Zajchowski announced several initiatives coming out of HR in the coming months, for which they will be looking for feedback and collaboration from Diversity Council
 1. 21-day racial equity habit building challenge through CUPA-HR (<https://www.cupahr.org/events/21-day-racial-equity-habit-building-challenge/>). We should see an email going out this week from Matt or Dave; HR piloted the program in August and thought it contained quality content. There was some overlap in content of the small anti-racist groups coordinated by CICI. HR is putting together a small cohort of folks to go through the program – please reach out to dzajchowski@rollins.edu directly if you are interested in participating.
 2. Diversity EDU (<https://diversityedu.com/courses/higher-education>) offers great resources for faculty, staff, and search committees on topics such as microaggressions and unconscious bias. HR is looking to put together a focus group of 3-5 people who would like to preview these courses, which would be a 2-3 hour commitment to go through the self-paced course and then provide feedback to HR. They would like to have Diversity Council participants -- please reach out to dzajchowski@rollins.edu by **Friday, October 16** if you are interested in participating.
 3. Rollins has an institutional license for Linked In Learning that has a lot of great content around diversity and inclusion, unconscious bias, etc. for us to explore (<https://rollins.teamdynamix.com/TDClient/1835/Portal/KB/ArticleDet?ID=81319>)
 4. Miranda and David are working on a Race Matters website, which will be different from CICI’s Racial Justice Resources page. This page will put a spotlight on race matters and give tools to supervisors and managers. HR has received feedback from managers that it is hard to talk about these topics and difficult to manage these discussions. HR wants to solicit feedback from Diversity Council once the website is built to see if it is helpful, would meet the needs of supervisors, and if there are additional resources to add.

ii. Abby Hollern announced the following initiatives:

1. Rollins received an ACS grant called CREATE that will include faculty and staff trainings in the spring.
2. Based on feedback from the anti-racism learning groups, on Fridays CICI will be hosting conversations about current events of the week called What The Fridays.

2. D&I and/or Anti-Racism Syllabus Statements

a. Several individuals, programs, and departments on campus are in discussions about develop syllabus statements around diversity and inclusion and anti-racism.

i. Stephanie Kincaid introduced this topic and raised several questions, including the following:

1. Should Rollins develop a College-wide anti-racism statement and/or a more general diversity and inclusion statement?
2. Should it be left to individual programs and departments? Departments and programs either already have or are drafting their own statements (Stephanie Gonzalez Guittar is involved).
3. Would Diversity Council be interested in writing, reviewing, issuing a statement?

ii. Josie Balzac raised the question of whether the statement should be about anti-racism, anti-discrimination, something more specific? The idea of a syllabus statement is a good one. Should this topic be taken to the faculty as a whole?

iii. Abby offered good examples from other schools that could be used as a model:

- http://www.clemson.edu/otei/documents/Teaching%20Review%20Resources/Diversity_InclusionSyllabiSamples.pdf
- <https://www.brown.edu/sheridan/teaching-learning-resources/inclusive-teaching/statements>

Abby recommended taking the topic to a faculty meeting and would like to see it adopted by all faculty.

iv. Abby acknowledged issues with students knowing where to go if they experience a bias incident in the classroom, so the Bias Incident Response Team is going to be doing some work to publicize the protocol and create a form for students to use to report incidents.

b. Stephanie Kincaid clarified whether we were talking about faculty leading a discussion at a faculty meeting or including the syllabus statement topic as a full agenda item. Abby said that possibly both, with input from faculty about whatever is best.

c. Patricia Tome stated that the Languages and English are working together to develop a syllabus statement. English has one they are using. She also recommended to include Gabriel Barreneche in the discussion. Patricia gave an example of how they are trying to be more inclusive regarding gender pronouns in the Language disciplines and a statement they use to acknowledge gender pronouns in other languages – The Spanish language classroom is an inclusive classroom. Everybody has a name and a pronoun.

Your instructor is committed to referring to you with the correct pronoun. Please feel free to correct your instructor in this regard.

- d. Miranda Jung expressed that she thought it became too complicated with all the different emails and diversity statements going out earlier this semester and thought it would be better to have a standard statement rather than every department doing their own.
 - e. Stephanie Kincaid stated that her program has a specific statement they use, English department does too. She said some programs/departments have a statement, and some are working on them. She said it could possibly be more general if it was College-wide, and departments may be able to be more specific and address particular transgressions or issues in their disciplines if they used their own. Gabriel Barreneche has been looped in, and his proposal was that somebody would draft something and bring it to the curriculum committee to go on the official syllabus statement list. Once it went through the curriculum committee, then could go to the full faculty for a vote.
 - f. Sarah Laake said that Diversity Council should probably be involved with drafting the statement and it would be a missed an opportunity if we did not come up with something to share or to have input into that statement. Maybe we could develop a basic statement that would be campus-wide, and then departments could add to it as appropriate.
 - g. David said he would be interested in the outcome of this process and seeing what is developed, to be able to collaborate with Marketing and Communications to leverage it to recruit talent, show how we tie diversity to each of the individual disciplines, and thinking about how we could use what is developed to tell our story.
 - h. Jade said we should be more in an advisory capacity to review what other groups are coming up with, and asked if we ever have a chief diversity officer position would it be their responsibility. We don't want or need to recreate the wheel if departments have good ones already.
 - i. Josie said it could be an open discussion in a faculty meeting. She would like to see what other departments are working on and allow others to use them as appropriate. She likes the idea of having a "floor" statement that goes through curriculum committee and then departments can add on and extend it as appropriate. President Cornwell expressed that he wants to make a commitment to diversity and inclusion, so could this be one way to do that. She also expressed wanting to give autonomy to departments and programs.
 - j. Stephanie Kincaid asked if anyone would want to be in a small group to review existing statements being used at the College, some of the examples, review what is out there, etc. Josie said that she and possibly Stephanie Gonzalez Guittar could work on this together and other interested folks could join as well. Abby suggested collecting them in a Google folder and said she would be happy to help.
 - k. Patricia asked if we could have a poll during the next faculty meeting to take the faculty pulse and get an idea of how they feel. 1) create one statement for the college, 2) create department statement, 3) other appropriate questions.
3. Goals for this year

- a. Stephanie and Jade have another meeting with President Cornwell scheduled in a week, where they would like to present our goals and objectives for this year. The Council does report to the President, and the relationship has been that we get a general direction or area of interest from administration while we also have a good amount of self-determination to decide our agenda. She and Jade are working to determine our priorities based on the survey, where we left off on the work of the prior year, and the direction President Cornwell provided on Friday.
- b. Summary of responses to DC Priorities survey
 - i. We received 12 responses to the survey from a mix of new and returning Council members. The responses were varied, but some trends emerged:
 - ii. More focused work on racial justice and how to accomplish it were mentioned several times. Past work on ERGs and inclusive excellence dovetail with this topic. Some thought it would be good to work on this with an independent and separate task force, while the direction suggested by Grant was a holistic approach to College's work overall.
 1. Stephanie Gonzalez Guittar asked what is our role in terms of looking into the existing programs without duplicating efforts of CICI – what else could we do?
 2. Jade said that we are already working on ERGs, the Black Women's Circle, and other things and asked if our role is to highlight them more.
 3. David suggested that we are to be the clearinghouse or repository for all of this information. Could we create a place for our community to learn about trainings, initiatives, wonderful things happening in different places? Could we make everyone aware of the opportunities and allow people to come to Diversity Council and then be triaged to the right place for what they're looking for?
 4. Stephanie Kincaid asked how we can elevate the work without being redundant.
 5. Patricia thinks President Cornwell wants Diversity Council to gather all the opportunities, write them all down in a document, and then allow people to review. He would then have a written report to show and demonstrate how we're dealing with diversity issues and committed to diversity. We could gather it all and put it in a specific place, make more people aware of things; however, we do not want to do a lot of work on a report that then doesn't get any feedback.
 6. Stephanie Gonzalez Guittar suggested identifying what's happening, identifying the gaps, and then wanted to know what would be next in terms of who would do anything about the gaps that were identified.
 7. Stephanie Kincaid discussed past task forces and reports where the Council did a lot of work and made recommendations and did not receive feedback or action out of the recommendations. We discussed the 2017-18 task force on racial inclusion, and the recommendation that

Rollins needs a chief diversity officer – would a new gap analysis now reach a different conclusion?

8. Jenifer Ruby reflected on the Council feeling that recommendations were not adopted or carried forward in the past, and that we continually come up against difficulty of the fine balance of expecting to receive direction from the administration while also leading from the bottom up. She recommended coming up with a focused set of goals (2-3) and presenting them to President Cornwell before we do any work to develop reports – with a realistic discussion of our limitations, what budget is available or not available, etc.
 9. Abby asked if we identify gaps, could that identify our true priorities? The chief diversity officer idea was not received before, and it is unlikely that there is more interest now in a COVID/budget reduced environment. The syllabus statement is a gap we don't currently have, and we're working on a faculty of color group and the anti-racism learning groups. We could do an audit of where the gaps are, which could include a campus climate survey (did not do one last year).
 10. Patricia said that we could look to a report given at the faculty retreat at the beginning of the year regarding what have faculty said that hasn't been done/still needs to be done.
 11. Josie said that President Cornwell mentioned anti-racism training for executives, and thought this type of training should be offered across the board for all faculty and staff.
- iii. Nourhan Mesbah expressed interest in working with the Marketing department to avoid tokenizing and actually achieve representation in our materials as a goal/project for this year. This idea was not fully discussed but could be a topic for a working group.
 - iv. Issues with COVID were also brought up in the survey responses. This topic was not fully discussed.
- c. Stephanie Kincaid said that she and Jade will synthesize the information and come up with a concrete plan. A survey of all campus programming to find weak spots may take a good bit of time. She asked if there are things happening right now that we could go ahead and address, or if we need to do data collection to determine where to target our work?
 - i. Miranda expressed not wanting to email bombard people and suggested sending out a request for groups to submit lists of their programs and collect themes of what is being done around diversity and inclusion initiatives to gather a baseline of everything that is happening because President Cornwell may not be aware of all the initiatives.
 - ii. Stephanie Kincaid said we could do some initial data collection and surveying but not spend all year doing that. She and Jade will meet to determine next steps.

- d. Please follow up with Jade and/or Stephanie Kincaid individually if you have additional feedback.
4. Feedback on final report and proposed goals
- a. Jenifer asked if we as a group have reviewed the recommendations and outcomes from last year's work.
 - b. Stephanie Kincaid said she will be sending out a final version of the report this week. We should start by reading it carefully and providing feedback. We will be taking it into account in terms of deciding next steps. It would be helpful if individual taskforce members provide input as to whether they want to have a whole taskforce this year, or recommendations on how we continue the work without a taskforce – we would either need more precise future direction or to make a specific recommendation to the administration as to the next steps. We can also consider a variety of ways to get things done, including inviting others to a Diversity Council meeting to present information or solicit feedback and bringing an item to a faculty meeting.

Next Meeting Date and Time:

November 3rd from 1:00-2:00 PM in Stephanie Kincaid's WebEx