

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

2-16-2021

Minutes, Diversity Council Meeting, Tuesday, February 16, 2021

Diversity Council

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Rollins Diversity Council Meeting Minutes

February 16th, 2021

In attendance:

Josie Balzac, Abby Hollern, Marianne DiQuattro, Samantha Douquet, Stephanie Gonzalez Guittar, Jen Herr, Stephanie Kincaid, Megan Kohr, Jenifer Ruby, Sam Vega, David Zajchowski

1. Approve minutes – January 2020 meeting minutes were approved by council via poll 100% approval.
2. Announcements and Reminders:
 - a. Faculty governance elections, faculty slots will be for some faculty that have completed their term and will be rolling off. For us to discuss with any colleagues who may be interested since these positions are elected.
 - b. Review Process for Diversity Infusion Grants update – 5 grant submissions received, one submission was by one of the reviewers, so the reviewer recused themselves, and Sam Douget volunteered to help review the grants. Sam and Miranda will review the grants, so there is both staff and faculty.
 - c. Changes to future Diversity Infusion Grant applications, proposal to move it online instead of it being a PDF form, to better facilitate the process. Should we ask any specific questions that could be important for next time, if so, to reach out to Megan Kohr. David proposed to get feedback for current applicants as to what worked or what didn't. Moving forward with moving the application online.
3. Racial Justice Task Force update (Stephanie Gonzalez Guittar)– meeting every Tuesday and finally reached a point where we have a vision and a task. With guidance of Josie and Melissa with Social Impact Hub, and going through the HCT process to identify our priorities, doing some homework and will soon be going through empathy gathering to learn about gaps, priorities, by talking to people, etc..
4. Considering Campus Climate Survey – should we consider doing another one for the 2021-2022, we haven't done one since 2017 and therefore one is due.
 - a. Abby shared her screen to discuss how Rollins was accepted as one of the Liberal Arts Colleges Racial Equity Leadership Alliance. There is an eConvening Series where some members of Diversity Council could be invited to these. It

gives us access to a virtual resource portal. We could as early as fall, take part in the Campus Climate Surveys to give us benchmark data against the other 67 other liberal arts colleges institutions. This could be a good opportunity to be compared to other peer institutions and help us with the process. Megan also confirmed the campus climate survey would be a 3-year rotation (1 student, 1 staff, and 1 faculty). We could start the survey in fall because we declined the spring survey opportunity since we just joined.

- b. Discussions whether fall or spring survey would be better due to Covid.
- c. Questions regarding comparing data from previous survey questions and results since previous survey was done in house.
- d. Racial Justice Advisory Group met this morning will be reviewing all reports from Diversity Council, Black Women's group, and the Faculty Retreat reports in hopes of working towards a strategic plan for racial justice and they will also be adding student data and the work of the racial justice task force would be a great supplement to move towards a strategic plan.

5. Sources of Data

- a. Gallup data (more student specific) and the Coache survey (faculty) - <https://www.rollins.edu/diversity/documents/climate-survey-executive-summary-rollins-college.pdf> and <https://liverollins.sharepoint.com/sites/EndeavorCenter/SitePages/COACHE-Results.aspx>
- b. Stephanie Gonzalez Guittar asked if we could create a system where the Diversity Council obtains and receives data consistently from Administration in regards to Diversity to develop benchmarks. Others discussed how in the past it has been challenging to obtain this data. Creating a system to regularly get this information would be very helpful to the council. David mentioned a tool called Tableau to get all the data on a platform in a nice easy to view format. Explore whether we can get access to that information in banner? Document our ask to get this information.

6. Reminders about campus diversity initiatives from the floor

- a. CUPA 21 Day Challenge (David Z.)

- a. <https://www.cupahr.org/events/21-day-challenges/> - HR team piloted it during the summer and was then piloted to faculty and staff in the fall.
- b. A wrap up meeting and overall positive feedback and in the future our own townhall or brown bag lunch would be more beneficial instead of a recorded townhall.
- c. Last month offered a 2nd 21 day challenge (LatinX) and it is ending this week and will likely do another cohort this semester or over the summer.
- b. Diversity EDU
 - a. Diversity training resources that were out in the marketplace, Matt, Miranda, and Matt piloted some courses through Diversity EDU - <https://diversityedu.com/courses/higher-education>
 - b. They will be purchasing faculty and staff training courses to offer this to faculty and staff and more communication to some soon. Any faculty and staff could take the courses. TBD how these will be offered whether mandatory and at least trying to make it a requirement for search committees.
- c. Diversity Fair with SGA – March 22ND 1:00p-4:00p.m. virtual and in person (Sam Vega)
- d. Student planning a BLM march on Feb. 26th on Mills Lawn from 5:00p.m. – 8:00p.m. (Abby Hollern)
- e. Marianne from Theater department asks if any other grants - they're inviting BIPOC artist and wondering how could they could apply to this if there's availability. In the past there has been an ad hoc grant opportunity similar to the NCFDD process. Discussions on whether we could create a viable mechanism to support individual departments or faculty, etc. Stephanie Kincaid discussed tabling this for now.

Next Meeting Date and Time:

March 9th from 1:00-2:00 PM in Stephanie Kincaid's WebEx

