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Diversity Council

All College Committees and Initiatives

2-1-2022

Minutes, Diversity Council Meeting, Tuesday, February 1, 2022

Diversity Council

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Diversity Council Meeting Minutes – 2/1/2022

In attendance: Zeynep Teymuroglu, Sarah Laake, Jenifer Ruby, Katie Alonso, Vidhu Aggarwal, Josh Savala

I. Budget and Council Management:

Zeynep: I found out last week that we cannot postpone our payments – \$1,438 (?)– cannot pay from next years budget because no roll overs in accounts. Have meeting with Jenny. We were given extra president diversity awards because didn't know there was a cash prize with it.

Robin's project will be in June – will happen next year.

Roughly \$9000/\$8000 in annual budget. Once she meets with Jenny she will let us know.

Would another department cover that deficit? Hoping Dean or Provost's office will cover it.

Jenifer: Grant needs to be apprised of the situation – what happened, what we spent money on, how this occurred – did we have the money in the budget in spring 2020 to have covered those, and they just didn't get requested? And it got swept? Or....?

We believe this is most likely what happened – not the fault of those who applied, who managed it, etc..

Jenifer: Ultimately, we don't know who was apprised of the situation, but this is what it is, if Grant agrees he can just balance it out. Explain that all of the money went to recognizing faculty staff and students – went to one each, but previous years did just one of these. Confusion about rollover and that this issue was just handed to this new team. Best to just say this is the recollection of what happened, if you need more than that we can dig deeper.

This year no awards will be given – we just covered what happened before this year began.

Previous years voted on what to spend on but didn't discuss how to manage it

Jenifer: Need to do: create a SharePoint drive that everyone in council has access to, so that if we end up having to show and document, we have a single place where all the meeting minutes are. Everyone keeps them in different places – sometimes they end up on the website, sometimes not. As Budget Manager, if we don't have access to past budgets that should be fixed. There isn't a guide as a council as to how the group works, what the succession plan is...this we could do by forming a single place.

Vidhu: Feels like redundancy, as a group, lots of lost knowledge. It feels like we should focus on how to move forward given the limitations we have and not having a budget.

Jenifer: Part of the challenge has been that we don't have access to something we might need. Could at least start dumping some documents from past things into a single folder. This would need to include the structure for the group – how does a payment get made, what is the structure for those, what each position does, etc.

Josh: Maybe in April/May we can truly look to see what we'll have to do for next year.

Zeynep: Come June we'll have \$9,000 minus 180 and 190.

Jenifer: I'm willing to step in as chair for the duration of the semester. Then we'll do campaigning to find someone new – this might be helpful to have one person (faculty leader) who is in for two years and has overlap with the new staff leader.

Sarah/Jenifer: Very possible the budget shortage came from the taxes on the awards given – Sarah recalls the taxes were somewhere between \$300-\$500 each, so with all the awards given out that would about add up to the deficit.

II. Grant Applications:

Zeynep: Additionally, some said our grant guidelines are not clear and it doesn't explicitly say it requires student participation. They said it wasn't clear (though it may seem clear to us), but we should review the application – probably good to do just because it's been awhile.

Jenifer: It might also make it easier for the committee if a rubric was developed, because many people come at it from different angles.

Zeynep: Eric Small has a rubric – going to ask if he can share it with us.

Sarah: Stephanie Kincaid might also have made one – at least a list of questions that we were checking off as we go. Maybe we could ask her as well if she has anything.

Jenifer will lead the charge of pulling together documentation for history.

Grant applications will start to come in for the next year. Both Josh and Vidhu agreed to help with reviewing new applications.

III. Plans for Next Year (*Academic Year 2022-2023*):

What should we do next year, aside from just grant reviewing – what are our goals?

- We talked about how we should have a session in the faculty scholarship day on diversity, maybe we wanted to have our own mini conference on diversity – reached out to Jenny about that and she said it was an excellent idea.
 - o If wanted to organize this, we could plan a day for this in the fall (separate from faculty scholarship day) and have a roundtable discussion about how we can promote diversity.
 - o The idea is to have a lot of participation from many different groups – student presenters, faculty, etc.
 - o If we did something like this we'd need to team up with other folks on campus
 - o Would need to get commitment from others around campus– talking within structure with faculty – to get institutional support and encouragement – Diversity Council sponsoring this but would need to be collaboration.
 - Most likely would need some higher-level folks speaking to this (Grant or Susan)

- Probably wouldn't give funds to people presenting who work here, but maybe for honorariums coming to speak on campus.
 - The grant diversity awards went up significantly, maybe we can look back to see if we scale those awards back and use those funds toward hosting people.
 - People who have received these infusion grants – want them to be keynote speakers for these grants—here is an opportunity for you to present some of what you're doing
 - The Summit – the theme/focus has shifted – most recent was on Diversity/Immigration. Will ask to see what we did previously – worked as good community building thing on campus.
 - Day of Scholarship/whatever we call it – something where there is a participatory element that people can get together ; we could advertise it this term so that as folks start doing work over the summer they can start thinking forward on the event on the fall. This might be good for summer faculty collaboration work.
 - Could have it on a Friday afternoon or something, when there are less classes, so more people could participate. Should be held at a time when students can come – staff and students should be invited – all can learn, know what others are working on. Faculty-staff-undergraduate presentations. Have that exchange, have people get excited about it.
 - **Vidhu:** One of the things that I knew with these students – did a manifesto in her class, the students really liked it so they decided to do a workshop with other people on campus to make their own manifestos of what they want to happen on campus. They were all excited and proud about it and they demonstrated that – turned out to be a cool event. Gives everyone an opportunity to feel like we're the experts on something.
 - Jenifer: If we had something like this, might be a way to encourage people to think about what they can do for the grants, what these grants mean, all of that – one of the things that Megan was talking about is that people don't know what we do, don't know what this is, so just having a website isn't enough. So between this kind of event plus the grants it'll be a good way to contribute to the community. We do x, y, z – makes it an easy tell. Plus it makes the grants more visible.
 - There used to be presentations if they got the grant so they can share what they got the award for. Not sure if it was COVID or the budget or what – no clue why it got cut. Jenifer thinks it's mainly because there isn't recorded memory of what they do.
- Other ways to engage with community:
- Lucy Cross Center – their input was very valuable when first started working in social justice work. Wonder if they're still active. Currently no faculty person there – there were two course releases and a stipend associated with it but that went away so it just got melded into CICI, so the person just had to do the work on top of regular role.
 - Talk to Sam Vega – she is the one currently running it. They have space and opportunity – people still gather as part of Lucy Cross Center – they

do different lunch and learn events (women of color roundtable events, monthly faculty/staff conversations – general topic to talk about, etc.). Once a month can we have a diversity council something tie in with them. Let people know it's an open invitation – not just council members can come to these meetings.

NEXT MEETING PLANS:

- Discuss how bias incidents are handled on campus
- Consider ways we can go back to the way Diversity Council used to operate, where it served as a place where people can have discussions about incidents happening in their community – faculty, students

ACTION STEPS:

- Zeynep will speak to Grant about the budget deficit
- Zeynep will share the current member list so that Jenifer can go through and adjust the list-serv
- Jenifer will begin to compile historical knowledge about the committee (meeting minutes, activities/events, budgets)