

Rollins College

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Diversity Council

All College Committees and Initiatives

3-1-2022

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

Diversity Council

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Diversity Council Meeting Minutes - 3/1/2022

Attendance: Zeynep Teymuroglu, Rachel Ware, David Painter, Maria Anguiano, Josie Balzac-Arroyo, Hannah Jackson, Joshua Savala, Vidhu Aggarwal, Katie Alonso

Unable to Attend: Jonathan Monti, Bethann Durlin, Maria Anguiano, Marianne DiQuattro, Katrina Jenkins, Sarah Laake, Miranda Arjona, David Zajchowski, Matt Hawks, Samantha Vega, Robert Whetstone, Alexandra Woods, Michael Brown, Teasa Mays, Destiny Robinson, Jenifer Ruby

Agenda Items:

1. Update on the Budget

- \$6000 for next year, minus Robin's grant – we have about \$4,016 for budget next year
- Zeynep: Think next diversity council will handle the grant, if approved in May, paid in the following budget year –propose we award 50% of grants paid this fiscal year, then 50% paid next fiscal year – this might prevent people from giving out grants without having the money.

2. Updates/Revisions of the Grant Application Form:

- If you are not familiar with the form: <https://www.rollins.edu/grants-sponsored-research/documents/diversity-infusion-grant-application-2019.pdf>; [Diversity Infusion Grant GENERAL INFORMATION](#)
 - o 3 C. The committee will not fund proposals that have the following characteristics: 1. Lack clearly stated goals and methodology 2. Lack a clear, detailed budget and rationale for all requested funds
- We will update the language to explicitly say “student is REQUIRED to apply for use with this grant”
- Josh: How many applications do we generally get? Do we pretty much accept everyone who applies? Should we be more picky about who we're giving grants to?
 - o Zeynep: We have said no to some because they didn't meet the requirements for the grant; from my understanding, need to have a student as co-pi's, so we denied those who didn't have a student, so I think this needs to be made more clear in the application wording. Generally, we've been giving feedback, if they adjust and fix, then grant it if they meet all the requirements. We can consider reducing the grant amount OR making more selective → probably not great to be constantly pushing the deficit back to the next year
 - o David: Feels strange that we review grants when there is now separate Diversity Task Force and Diversity Council, and a specific grant review (the Faculty and Research Committee – but they only do a certain type of grants).
 - o Josie: We had this conversation a lot last year, “how do we fit in and what is our task” – this was never really answered, still kind of siloed areas
 - Everyone believes this is still definitely an issue that needs to be addressed
 - o Zeynep: We told Tony and Susan we don't have any money –told us not to make any future commitments for this fiscal year (therefore, no more funds are available for this year)

- President Diversity Infusion Grants – Council nominates people, \$1000 cash fund, have to pay fringe benefits 1450 total in the end (something like that) – important to keep this in mind as we are awarding benefits and budget for it
- Have December 1st as deadline for Diversity grant currently, but the faculty deadline for grants is the 3rd Friday of January – do we want to push our deadline to the 3rd Friday of January to match?
 - Yes, everyone agrees and we will adjust this and the wording of the application.

3. TPJ Speaker (related to DEI)?

- The deadline is April 15.
- TPJ pays so we can nominate/support as many as we want – we just have to nominate some and say, “Diversity Council Supports this candidate”. The more people we put in/support, the better our chance at having our name out on the nomination.
- Usually bring in about 6 people – Honorarium is usually about \$1000 (cover travel + their meals and stuff, not your own)
- Any names in mind?
 - Vidhu suggests Tonia Foster: African American Sonic - poet teaches at San Francisco State, endowed chair
 - Zeynep: American Mathematical Association – Rheta Rubenstein

4. Other Agenda Items:

On-Campus Diversity Council Event:

- Note from Jenifer via Katie: The Global Initiative Committee is also considering a similar type of workshop/conference on global topics in the fall. Jenifer shared with them that we were considering something similar and they are interested in considering a partnership.
 - Jenifer would like to recommend that we select a small group to meet and brainstorm with a small group from the Global Initiatives Committee to consider how we could merge our two ideas for a workshop / conference. If folks think this is a good plan, we’d like 2-3 volunteers to join a committee.
 - Group: Want to instead wait until spring semester to put on an event, as the faculty members feel they have too much going on now/in the fall to be able to be as involved/provide as much help as much as they would like to.
- Vidhu: Could invite TPJ speaker that was doing something on biometrics, a speaker like that who has a knowledge base who might be applicable to multiple disciplines then this might be someone who is good to bring for a conference and be a keynote speaker for the mini conference/event?
- Zeynep: My only concern is if everyone thinks we will have enough research on DEI initiatives to present on campus – how many do we do during the year? Are there going to be enough research presentations from students to make an event? Want to ensure we have faculty-student collaborative research presentations.
- David: I don’t think it’ll be an issue to get students who are doing summer collaborative research with faculty. I already have several who are planning on it

and who would be good candidates for this, doing research on bias in social media algorithms.

- Vidhu: Could get students and faculty who previously got the award to present, but could also just have roundtable discussions – not just presenting a paper, but more of a conversation talking about the idea
- Zeynep: Think it's important to have the faculty-student research collaborations because yes, it is more than event-based presentations/experiences.
- Joshua: Guess it depends on the definition of the conference/event – will we be open to more styles – workshops and round table etc., or is it going to be mostly research-presentation based?
- Josie: We could have students present on different things they've done pitches on, also could collaborate with Social Impact Hub, social innovator hub, they do work, and while not research papers they do a lot of work
- Student who does work on Design Thinking, student could do presentation or a workshop on how to think through Design Thinking Workshop on a specific issue
- Vidhu: I think it doesn't need to just be a specific research paper, but could have one section research, one event/initiative that was started, a workshop, a panel discussion, things like that. I think the main point is to create awareness and show what students and faculty are doing in this space
- David: There's no central database showing where all of this work on campus is going on, and I think it's happening in a lot of places and a lot of ways, so this could be a good opportunity to showcase it all together. It's really unfortunate there isn't a central database or place we can see all of that.
 - o Katie note: *Might be worthwhile to see if we can make this one of our projects, to maintain a database of the research/events around DEI on a public Rollins webpage?*
- Vidhu: There was previously a date at Rollins that was just devoted to all the work that is happening around campus – had a lot of attendance and good presentations and work shown, but don't think they do this anymore.
- Josie: We could also commit to a "Diversity Day" on campus and we could have things focused around this (like how we currently have Kindness Day).
- Believe if this event/plan was announced far enough ahead, it could be encouraged in classes – "this project could be used for this event in the spring", etc.
- o Zeynep will speak with Jim in the GIC to see about potentially collaborating on an event in the spring semester instead.

Meeting Adjourned at 1:39pm