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Diversity Council

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4-12-2022

### Minutes, Diversity Council Meeting, Tuesday, April 12, 2022

Diversity Council  
*Rollins College*

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#### Recommended Citation

Diversity Council, "Minutes, Diversity Council Meeting, Tuesday, April 12, 2022" (2022). *Diversity Council*. 33.

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Diversity Council  
April 12, 2022

In attendance:

Online: Michael Brown, Robert Whetstone, Samantha Vega

In person: Grant Cornwell, Jenifer Ruby, Sarah Lake, David Painter, Zeynep Teymuroglu, Josie Balzac, Vidhu Aggarwal, John Shideler, Josh Savala, David Zajchowski, Marianne DiQuattro, Audrey Hope

Meeting Agenda:

## I. Meeting with Grant Cornwell

General remarks from Grant:

Diversity Council and Student Life Committee have been adrift for several years, creating their own agendas, operating more like NGOs and good work has been done. But there has been an absence of involvement from the president's office.

With the DEI task force convened, it is expected that there will be structural changes to the diversity council and where it fits within the shared governance system in service to the strategic plan.

- "Will there be any targeted/cluster diversity faculty hires? If not, can we really say we are doing DEI considering the lack of diversity at the faculty level?"

Grant: maybe.

- "What's the official communication line between the diversity task force and the DC?"

Jenifer recommends a formal liaison between the DEI task force and the DC.

- "Currently, our council has zero budget and only about \$6,000 for next year. How could we talk about strategic planning without providing any financial support to committees like ours whose main goal is to support diversity-focused projects/grants on campus?"

Chairs of DC should make all funding requests of the President's office. But Jenifer and Zeynep are pointing out that the budget has historically fallen under the Provost's budget. We need clarity about the budget structure. For the moment, budget requests should be directed to Grant's office.

- "What's the role of the diversity council in the DEI strategic planning? I was surprised that DC was not even mentioned once in the Town Hall meeting."

Grant says that the DC should be integral to task force discussion of and recommendations for the future of the DC. Meanwhile, what is the DC's charge for next year, while the task force is completing their work? Maybe bring it more into the DEI strategic planning process.

Sarah proposed a member of the DC serve as a representative on the steering committee. Or Jenifer proposed a member of steering committee attend DC meetings.

- “What's the official communication line between the DC and DEI Task Force?”
- “Given that fostering diversity in STEM fields is a nationwide problem, how do you plan to address this issue on campus? Is there any STEM faculty serving on the task force?”
- As a council that reports to the President’s Office, what do you see is a reasonable approach to meeting in the middle – i.e., top down charge and a grassroots effort?

There is a clear sense that both DC and President Cornwell consider DC works best when its charge is motivated both by the President’s office and the council itself.

- Do you believe that the purpose of the DC should be fully determined by its members or a shared responsibility between DC and your office or Cabinet?

Grant: perhaps the DC should not be solely accountable to the president’s office.

Jennifer: how about to the President’s Cabinet?

Josie recalled that last year the racial justice subcommittee made a significant number of recommendations, which could be the starting point for *next* year’s charge.

Bring back the SGA representative to DC.

Could DC devise a clearinghouse of all college DEI initiatives.

- What is your preferred method of communication between you and DC? Standing meetings? Email?

A Canvas site is being built to house all DEI research and reports.

## II. Presidential Award for Diversity – process, committee to review, deadlines

Committee volunteers: David Painter, Zeynep Teymuroglu, Marianne DiQuattro, Sarah Laake, Sam Vega

- Student – tbd
- Staff - HR needs the name of recipient and the script by April 22nd and the physical award by May 20<sup>th</sup>
- Faculty - tbd