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All College Committees and Initiatives

2024

Diversity Council, DEIB Implementation 2023-2024 End of the Year Report

Diversity Council

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**DIVERSITY, EQUITY, INCLUSION,
AND BELONGING**

2023-2024

DEIB STRATEGIC PLANNING

END OF THE YEAR RECAP



WWW.ROLLINS.EDU/DEIB

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DEIB Strategic Planning

Rollins' mission requires the College to educate students for global citizenship and responsible leadership, empowering graduates to pursue meaningful lives and productive careers.

The purpose of a strategic plan is to focus our leadership attention and resources on improving Rollins College both to deliver with integrity on the promises implicit in our mission and to be competitive among the nation's most outstanding liberal arts colleges.

For Rollins College to thrive in its mission and its markets, the demographic composition of our campus community, our students, faculty, and staff, must become more diverse. This is an inevitability that we embrace. We must attract a broad diversity of students with our offerings, and retain them, because of the quality of the education we provide and the welcoming and inclusive environment they will discover. We must attract a broad diversity of faculty and staff, so that the points of view and identities they represent reflect the national and global contexts within which our graduates will work and live and retain them because we have a campus culture that enables all to thrive.



President Grant H. Cornwell

DEIB by the Numbers

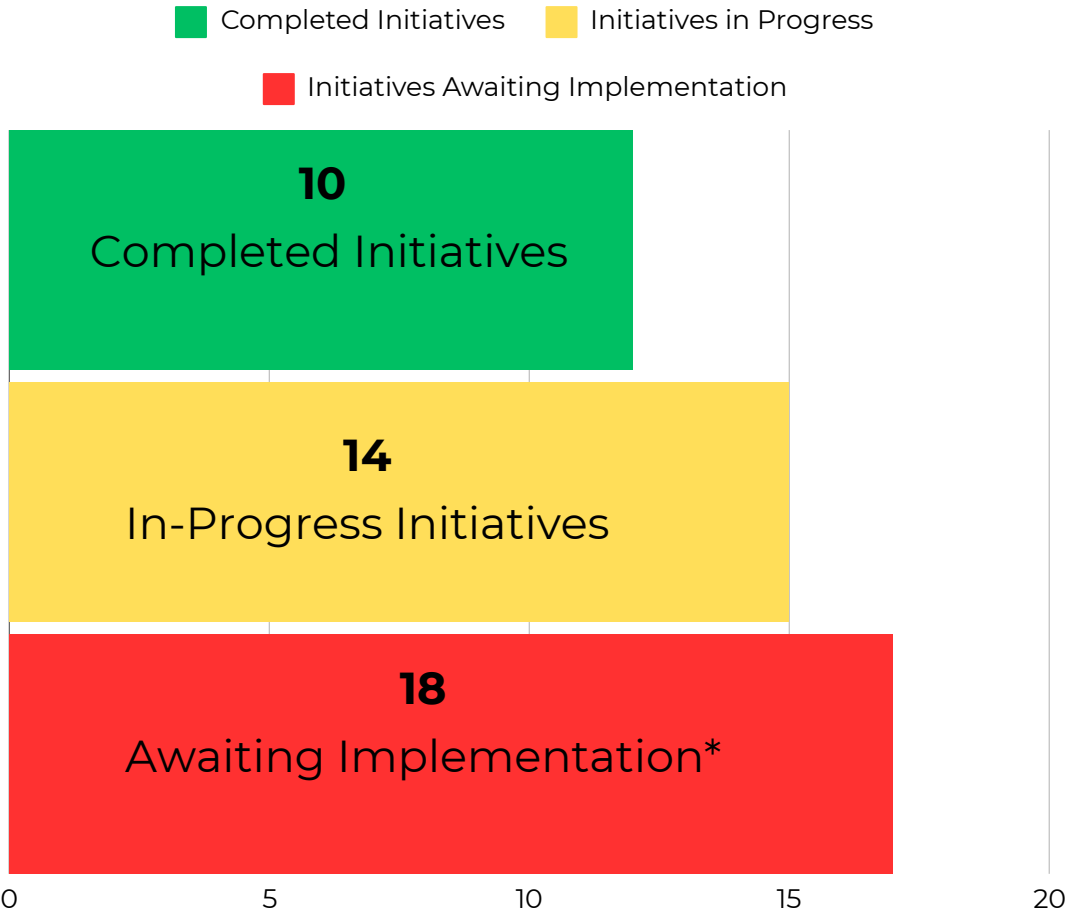
1,180	Students completed IMCP courses
200	Student leaders received bias incident training
86	Approved Intercultural Competency Courses
74	DEIB Advisory Council members
68	Reported bias incidents
50	Embark students
44	DEIB Strategic Initiatives
42	Identity-based student organizations
30	CLA Faculty took part in IMCP trainings
30	Students participated in Interfaith Training
28	Embark program sessions
25	Search Committee Advocacy Training Participants
23	Students inducted into the First Generation Honor Society
22	Participants in the inaugural Multicultural Overnight Admissions event
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2	Identity-based sorority and fraternity chartered
2	New Directors of Inclusion and Belonging
2	Bias trainings by the Bias Education and Support Services team

Overview of the Strategic Plan

The DEIB Strategic Plan organizes specific actions around larger goals, all of which seek to advance our three strategic objectives:

- I. Deepen Student Engagement with the College's Mission
- II. Deliver on Our Promise of Student Success
- III. Steward Our Strategic Assets to Strengthen Our Competitive Advantage.

This end of year review will report on the completed tasks in each of the categories above, and will address efforts that were generated from the momentum from the plan itself. On the immediate page that follows you will see a dashboard report of the status of our DEIB initiatives. Below is an overview of the status of our efforts.



*17/18 initiatives that are awaiting implementation have milestones that were identified in the 23-24 academic year.

DEIB Strategy Dashboard

Below is a visual representation of the 44 strategic initiatives in the DEIB Strategic plan. Visualizations in green represent levels of completion, whereby closed green circles indicate completion. Red visualization indicate that that the initiative has yet to begin implementation. A full size scale of this diagram can be found under the DEIB My Rollins page.



Red - Initiative does have milestones and has not been implemented
Yellow - Initiative has milestones and has not been implemented
Green - Initiative has milestones and is being implemented, or is complete (full circle)

DEIB Strategy Dashboard

Below is a visual representation of the 44 strategic initiatives in the DEIB Strategic plan. Visualizations in green represent levels of completion, whereby closed green circles indicate completion. Red visualization indicate that that the initiative has yet to begin implementation. A full size scale of this diagram can be found under the DEIB My Rollins page.



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DEIB Leadership Team

This year, we saw the inaugural formation of the DEIB Core Leadership team. This team met monthly to discuss and assist with the implementation of the DEIB strategic plan across various units on campus. The team was also responsible for selecting the Presidential DEIB Award winners along with the Diversity Infusion Grant recipients.

Core Leadership Team

These are the key leaders influencing change while advising the College on executing the College's DEIB strategic plan and related programs.



Tracy Kizer, PhD
Special Assistant to the President for DEIB



Teasa Mays, MHR
Associate Director of Admission for Diversity, Equity, & Inclusion



Danielle McKinnon, PhD
Director of Staff Inclusion and Belonging



Jessica Santiago, PhD
Director of Student Support and Belonging



Eric Smaw, PhD
Special Assistant to the Provost for DEIB



Marjorie Trueblood, PhD
Dean of the Student Center for Inclusion and Belonging

Source: Rollins Website

DEIB Councils

COUNCIL FORMATION

This year, we saw the inaugural launch of the DEIB Advisory councils, a model designed to elevate the voice of campus stakeholders around the DEIB strategic plan. Four councils were formed from volunteers who were interested in contributing to inclusive thriving across campus.

STUDENT COUNCIL

Alise Fortune*	Emily Barcelo	Embry Burton	Manuela Zegarra-Ballon
Jiya Manchanda*	Christina Gonzalez	Kalani Senior	Gordillo
Delroy Waugh*	Jolana Mitchell	Thomas Dines	Aaliyah Hammer-Furber
Elizabeth Swartz	Lashaughn Waiters	Anthony Trujillo	Dr. Jessica Santiago

**Indicates Council Co-chairs*

CAMPUS PARTNERS COUNCIL

Bronwyn Holder*	Jennifer Ruby	Bethann Durlin
Meredith Hein*	Sabrina Deshner	Tynika Williams
Kristina Bracero	Valerie Mandel	Samantha Vega
Giselda Beaudin	Sarah Laake	Micki Meyer
		Marjorie Trueblood

**Indicates Council Co-chairs*

STAFF COUNCIL

Leilany Romero*	Denisa Metko	Rachael Dailey	Dwayne Broadnax
Zachary Mendez*	Stacey Lopez	Anthony R. Tufano	Daniel Perez
Kelsey Eelman*	Lauren Bradley	Aisha Maddox	Mary Choi Robinson
Gina DeSouza*	Tonja Powell	Jacque Willever	Shameeza Noorhassan
Nikki Fragala Barnes	Syntyche Walker	Taylor Langley	Mildred Gaztambide
Teasa Mays	Danielle McKinnon	Sugeilee M. Mercedes	Jemma Phillipus-Hodges

**Indicates Council Co-chairs*

FACULTY COUNCIL

Ian Biazzo*	Rachel Walton	Anne Stone	Jana Matthews
ShanEstelle Brown*	Doragnes Bradshaw	Jennifer Queen	Rachel Newcomb
Anne Murdaugh	Joshua Brown	Laurel Habgood	Ja'Naya Jenoach
Brian Walkup	Sarah Parsloe	Wenxian Zhang	Tracy Kizer
Marisa Fuse	Jason Surian	L. Ryan Musgrave	Eric Smaw

**Indicates Council Co-chairs*

Academic Affairs

FACULTY STAY INTERVIEWS

Nancy Chick and Victoria Brown conducted a series of stay interviews among BIPOC faculty in the Fall of 2022. In total, 15 faculty members shared their experiences as it relates to understanding what contributes to the “personal and professional thriving of faculty of color from underrepresented identities.” During this past academic year, recommendations resulting from the thematic analysis of the interviews were presented to the CLA executive bodies and are being integrated into training opportunities for department chairs. The recommendations ranged from hiring more diverse faculty to developing a culture of individual appreciation to combat symbolic inclusion.

NEW FACULTY MENTORING COMMUNITY

Launched this year, under the leadership of Dr. Jenni Queen, the goal of the mentoring neighborhood is to help to identify and meet the needs of new full-time faculty, both tenure and non-tenure track. Mentors joined the new faculty for lunch on the first day of new faculty orientation, and continued to build community during the course of the academic year during various events and activities, while also partnering with the Endeavor Center.

HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES

In the Spring of 2024, Rollins College secured an institutional membership to the Hispanic Association of Colleges and Universities (HACU). Becoming a member of HACU makes more resources available to faculty, staff, and students.

DEI INSTITUTIONALIZATION SURVEY

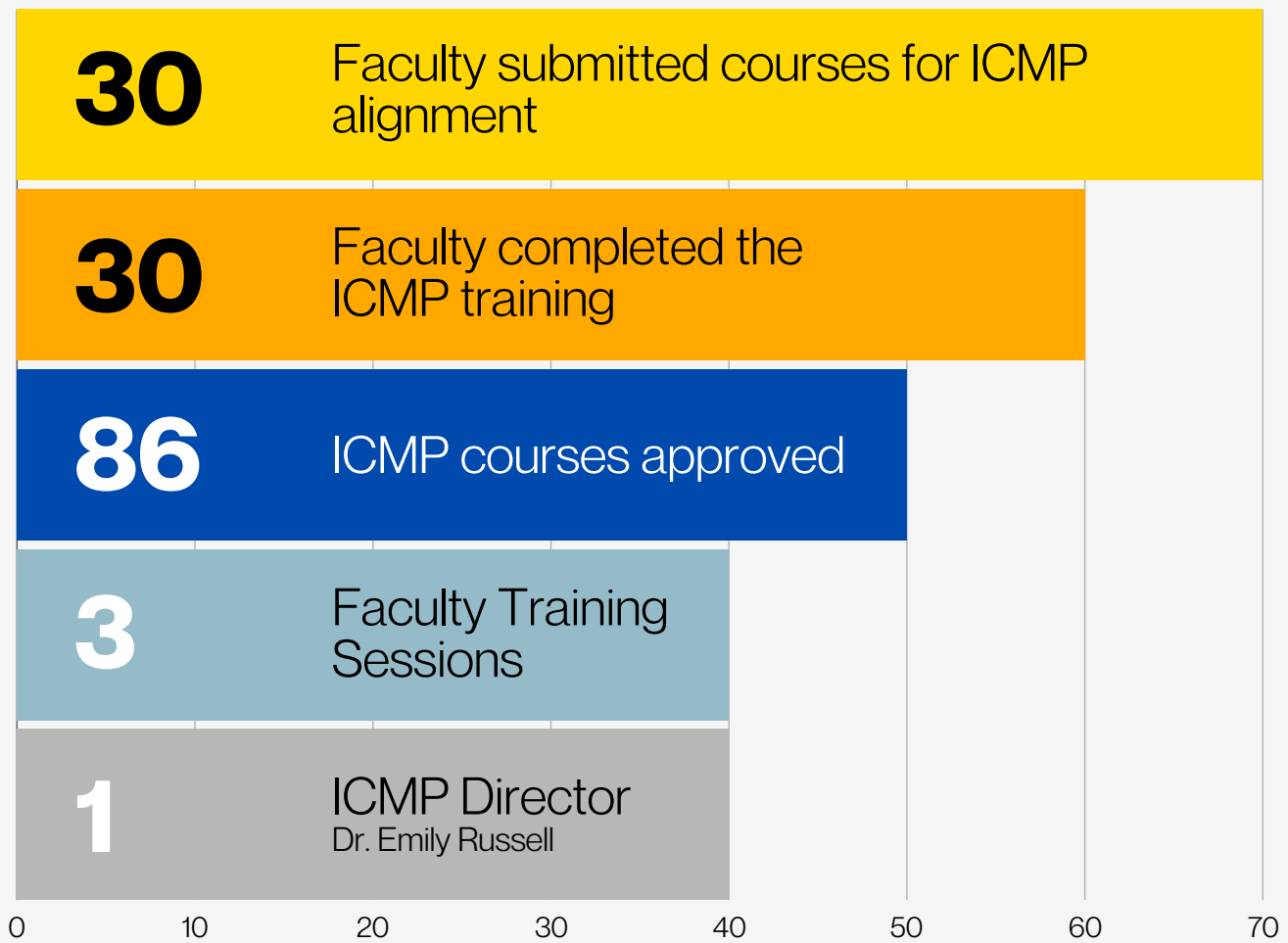
During the Fall semester, the Rollins community participated in the baseline assessment of DEI Climate and Institutionalization on campus. Our student response rate was 27.7%; faculty response rate was 61.9%; and our staff response rate was 52%. The results will be shared with campus stakeholders in the Fall of the 2024-25 academic year.

Academic Affairs

An **Intercultural Competency (ICMP)** was approved by the faculty in Spring 2023, and the first group of students enrolled in designated courses this 23-24 academic year. The competency is essential to a Rollins education, which prepares students to find meaning and professional success in a complex world by learning about experiences beyond their own. In Intercultural Competency courses, students gained knowledge of the ways cultural differences enrich the world and how past and present customs have advanced or infringed upon the promises of a democratic society.



1,180 students completed ICMP courses during 2023-2024 AY.
37 courses offered Fall 2023 (approx 650 students)
29 courses offered Spring 2024 (approx 530 students)
34 courses offered next Fall 2024 (approx 625 students)



Academic Affairs

Search Committee Advocate Training - Dr. Linda Boland, the Associate Provost for Faculty, at the University of Richmond joined us on April 15, 2024 to conduct an interactive seminar on best (and good) practices for faculty searches. Dr. Boland's experience in building and executing inclusive faculty searches was beneficial to all those in attendance. Faculty search chairs and outside search members were in attendance, along with members of Human Resources. This initiative was spearheaded by Dr. Eric Smaw, Special Assistant to the Provost for DEIB Strategic Implementation.



Participants celebrating Lunar New Year

Academic Affairs



Inclusive Excellence in STEM. Faculty in the STEM and Social Science disciplines have come together under a grant from the Howard Hughes Medical Institute to address the question of “What would it take for institutions to make a comprehensive shift *from* deficit- to achievement-oriented frameworks in their thinking and practices? The grant, designed for student learners in the STEM areas, has supported the following activities, and will continue to do so during the life of the grant:

- Curriculum scheduling, design/integration
- Revision of content of introductory courses/labs
- Instructor/staff/administration mindset shift
- Faculty development workshops & small conversations
- Faculty practices incorporate inclusive teaching practices
- STEM community building & student support integration

Inclusive Teaching in STEM. Two faculty participated in a 6-week course designed to teach and foster an inclusive climate in the STEM classroom.



Stem Hub



Rollins STEM Social Media: “STEM IS FOR EVERYONE”

Student Affairs

Alpha Kappa Alpha Sorority, Inc. - On November 19, 2023, the nation's oldest premier black sorority was chartered on our campus. Twelve young women were inducted as founding members of the Upsilon Pi chapter of the sorority. Spearheaded by Bronwyn Holder, Director of Fraternity and Sorority Life, who dedicated numerous hours and an unwavering commitment to make this chartering possible. Alpha Kappa Alpha was founded January 15, 1908, at Howard University in Washington, D.C. by Ethel Hedgeman Lyle and 8 other collegiate women.

Alpha Kappa Alpha is second black sorority to be chartered at Rollins College, **Sigma Gamma Rho Sorority, Inc.** is also on campus and is an ideal organization where our students can build and find community.

Bias Education and Support Services (BESS) - This year, the BESS team provided training to student leaders. Training in August had over 200 student leaders present. The team also saw an increase in bias reports from last year. This year there were 68 reports of bias, up from 49 reports in the previous year.



Newly inducted members of Alpha Kappa Alpha Sorority, Inc.

Student Affairs

Three Identity-Based Immersion Trips – The Student Center for Inclusion and Belonging led three Immersions that focused on different dimensions of identity. In October 2023, staff took students to New York City to learn about LGBTQ history and activism. In November 2023, students had the opportunity to volunteer at the Seminole Cultural Center in South Florida, for an Indigenous Festival. In the Spring 2024, staff led an alternative spring break trip to Washington D.C. focused on a Racial Legacy of African Americans.



Participants of the Racial Legacy of African Americans Immersion.



Performers at the Seminole Cultural Center.

Student Affairs

R.I.S.E. (Rollins Inclusive Summer Engagement) - Last summer was the inaugural year for the RISE Bridge program. A bridge program is an initiative that brings underrepresented students who are matriculating into college early on campus, to hone their academic skills and ease their transition into college. The first RISE cohort of 11 has shown promise, with all students maintaining a GPA above 3.0 their first semester and high levels of engagement on campus. Some of these students will assist this coming year's RISE cohort to pay the kindness and support forward.



R.I.S.E. staff and participants on a tour of Lake Virginia.

EMBARC Programming: The Center for Inclusion and Belonging expanded programming for EMBARK students beyond the traditional pre-orientation program. Typically, the EMBARK program welcomes 50 underrepresented students to campus early to help them better acclimate to campus. The Director of Student Support and Belonging provided over 28 programs (e.g. bi-weekly study sessions, financial literacy, community service) throughout the academic year to further engage and support these students.



Staff and student participants at the Ubuntu retreat.

Student Affairs

Tri-Alpha Honor Society: The inaugural induction of the Tri-Alpha Honor Society recognized the academic accomplishments of 23 first-generation college students with a GPA of 3.2 or higher. Approximately 11.9% of the Rollins student body, and 13.8% of the 2023-2024 freshman is comprised of first-generation students. An achievement paradigm undergirds the first generation to college student journey; and the honor society is an opportunity to praise their strengths as opposed to focusing on their deficits. As national trends point to a sizeable increase among this particular demographic, this honor society is one of several efforts that the Center for Inclusion and Belong is using to support first-generation students.

First Generation to College Programming- In November 2023, programs during the week of National First Generation Day consisted of tabling, trainings for faculty, and:

- Lunch & Learn with Upward Bound
- FASFA changes workshop in collaboration with Office of Financial Aid
- First-Gen College Students Club and Campus partners offer giveaways and information
- First Gen faculty, staff, admin and students invited to “What’s Your Story”
- Presentation to rFLA faculty on “Supporting First Generation Students in your classroom: Inclusive Pedagogy”

The Inclusion and Belonging Advisory Board- This is the second year of this group which provides support for the leaders of identity-based student organizations and clubs. There were monthly meetings led by students.



Jessica Mayner and Dr. Jessica Santiago, Tri-Alpha advisors



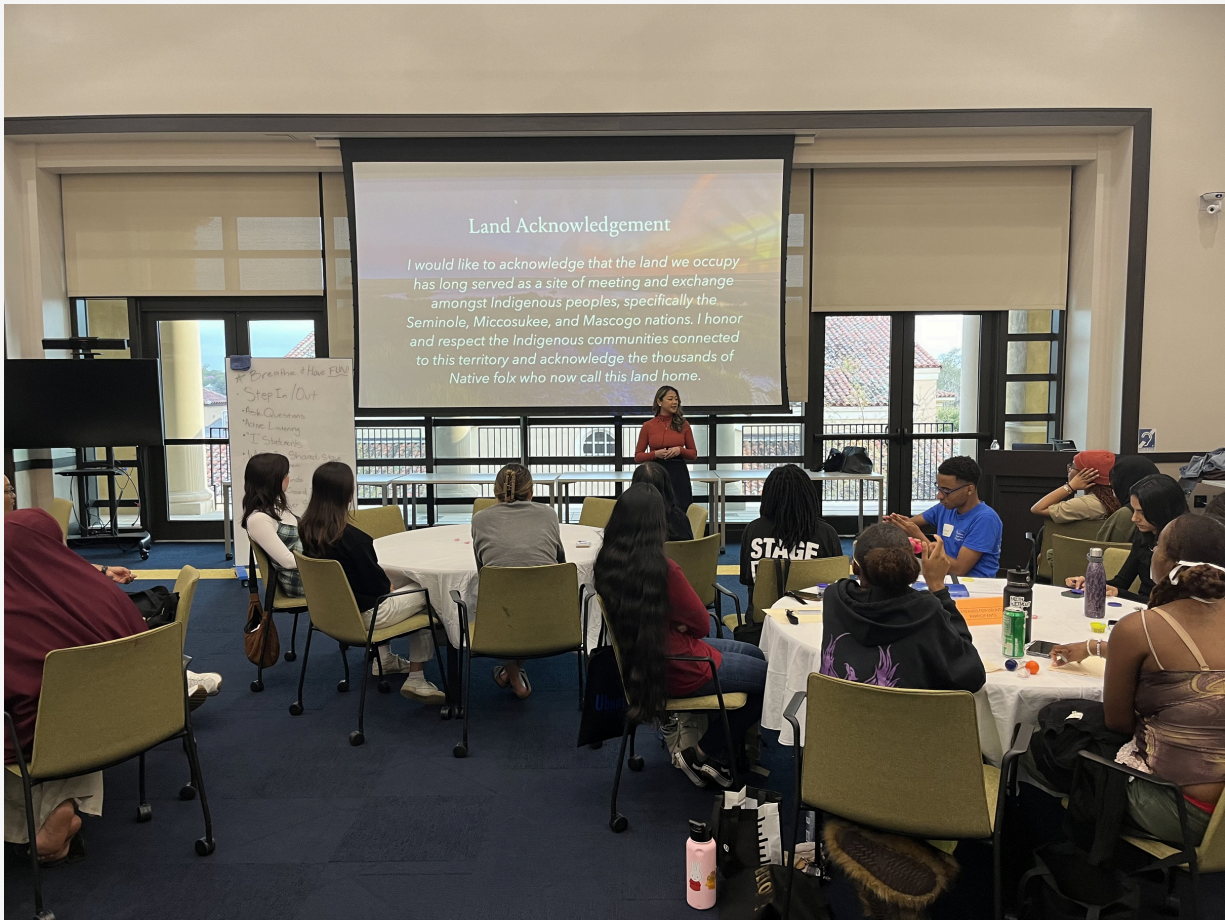
Inductees into the Alpha Alpha Alpha First Generation Honor Society

Student Affairs

Student Life - Adoption of two DEIB related policies and development of a draft protocol for demonstrations. We adopted a posting policy and a bathroom policy as well as a map. We are currently, drafting a policy for demonstrations in preparation of the presidential election for the fall semester.

UBUNTU Retreat- This year, the Center for Inclusion and Belonging doubled the number of participants in the Ubuntu Retreat, providing students with a supportive community to explore and affirm their identities. Feedback from participants has been overwhelmingly positive, with at least one student expressing that it was the best experience they had during their time at Rollins.

Interfaith Literacy Training- Close to 30 students, faculty, and staff participated in an Interfaith Literacy training to increase knowledge and connection.



Interfaith Engagement

The office of Religious & Spiritual Life has been instrumental in being a resource for the campus, as we pursue a campus culture that is not only diverse, but also inclusive.

This year the **Interim Dean of Religious Life, Pastor Shawn Garvey** led the campus through a series of interfaith programming designed to meet the needs of campus stakeholders. In addition to regular Interfaith services and celebrations of religious traditions, Pastor Harvey's work was elevated after the events of October 7th, as the complex intersections of faith, identity, humanity and spirituality yielded a need for increased dialogue and pastoral care. Many workshops were programmed to generate campus dialogue, and maintain a pulse of student sentiment (e.g. "How are You Feeling? A Post-October 7th Conversation"). Pastor Garvey also led an interfaith field trip tour to the Hindu & Sikh Societies of Central Florida.

A **posting policy** was drafted in the Fall of 2023 to allow students to maintain their freedom of expression without creating an atmosphere of intimidation and fear. This in effect establishes practices of community norms, where all stakeholders feel valued even when different viewpoints are expressed.

In an effort to broaden the positional scope of the Dean of Religious life, the position was renamed **Dean of Religious & Spiritual Life**. This position will be filled by Rev. Dr. Harold D. Briscoe, who will be joining us over the summer.

In February 2024, an **Interfaith Literacy Training workshop** was programmed to allow participants to learn about Interfaith cooperation, developing one's Interfaith literacy and appreciation of diverse religious traditions and world views. Close to 30 students, faculty, and staff participated in this training, increasing both knowledge and connection. In addition to the Interfaith training, a **Student Interfaith Council** was also established bringing together students for interfaith dialogue and programming.

Faculty and staff participated in **"Bridging Across Difference" convening** sponsored by Interfaith America. The event was centered on promoting positive cooperation across political, ideological, and religious divides through bridging.

The **Faith at Work panel** in April elevated the voices of 3 faculty members, Dr. Sharon Carnahan, Dr. Hesham Mesbah and Rabbi David Kay from three faith traditions Christianity, Islam, and Judaism, respectively; who shared "how their beliefs shape the way they work and teach on campus, and how their different worldviews influence everything they do".

Enrollment Management



Rollins Students and prospective student at the 2024 Multicultural Overnight Experience. Photo: Kristina Bacerro

PARTNERSHIP WITH ORANGE COUNTY PUBLIC SCHOOLS

The Office of Enrollment and Marketing partnered with OCPS Access and Opportunity (formerly the Minority Achievement) Office to recruit high-achieving under-represented minority students from the Aspire to Excellence and Minority Leadership Scholars initiatives. Under the leadership of Teasa Mays, on November 3, 2023, approximately 30 high school juniors and seniors from Lake Buena Vista High School visited the campus for a half-day to participate in a college readiness workshop, information session, campus tour, and lunch in the campus center.

EMERGING HISPANIC SERVING INSTITUTION

In the Spring of 2024, Rollins College secured an institutional membership to the Hispanic Association of Colleges and Universities (HACU). Becoming a member of HACU makes more resources available to faculty, staff, and students. Efforts led by Amy Armenia and Zaire McCoy.

MULTICULTURAL OVERNIGHT EXPERIENCE

The Office of Enrollment and Marketing hosted 22 admitted students from underrepresented backgrounds for an overnight event from March 17 - March 18. These students stayed in the residence halls with 22 current students as their hosts to get a glimpse of what life is like at Rollins. Students and their families enjoyed an evening of mingling, a student panel, and trivia with their hosts on Sunday. On Monday, the students and their families attended an Admissions Experience event which is our general admitted student day. Students also had the option to sit in on a class or meet with a professor, with many prospective students taking advantage of this opportunity.

11 students remitted their deposits for the Fall semester as of April 26, 2024.

HUMAN RESOURCES

This year, the office of Human Resources under the leadership of Dr. Danielle McKinnon, Director of Staff Inclusion and Belonging led the following initiatives:

Rollins College joined the **Higher Education Recruitment Consortium (HERC)** as the first institutional member in the state of Florida. HERC is a non-profit coalition of over 700 colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations, committed to diversifying the pipeline of faculty, staff, and executives in academia. (April 2024)

Staff New Hire Orientation – Participants received a presentation of Rollins' DEIB institutional commitment during regularly scheduled orientations. Other content during orientation focused on bias incident reporting, Employee Resource Groups, and the importance of updating their Employee Profile (December 2023 - present).

Annual Benefits Day Fair 2024:HR hosted two new tables to elevate in-house employee resources and learning: Employee Profile station (to assist employees with updating their personal information and demographics) and an Employee Resource Group outreach table (included members of PRISM and Black Women's Circle to share information about their groups and upcoming opportunities for engagements hosted by the Director of Staff Inclusion and Belonging).

Staff Connections & Conversation: This space was hosted monthly to serve as an opportunity for Staff to connect and engage in meaningful conversation. Attendees could propose a topic for discussion relating to the workplace, current events, and/or our communities. Upcoming events hosted by HR and/or in support of campus DEIB initiatives were also shared. (October 2023 – present)

National Day of Racial Healing 2024 - Understanding Privilege, Staff workshop facilitated by guest speaker (January 2024).

Employee Exit Feedback

In March 2024, Human Resources launched a new process for the collection and evaluation of employee exit experience feedback with a focus on assessing our DEIB efforts. In addition to supporting a thriving workforce, the feedback for continuous improvement will support retention and recruitment efforts which will assist leaders in addressing systemic issues in the workplace.

HUMAN RESOURCES



BIAS EDUCATION AND SUPPORT SERVICES TRAININGS

In the Spring of 2024, 2 Bias Education and Support Services (BESS) facilitated two training sessions to staff. The trainings were entitled “Understanding Bias Trainings”. Participants were exposed to campus bias incident reporting trends for Fall 2023 and made aware of existing on-demand learning opportunities through Human Resources.

EMPLOYEE RESOURCE GROUP PROGRAM LAUNCH

In March, 2024, the Black Women's' Circle, an affinity group turned ERG, held a meet and greet with 2024 Alumni Awardee, Dr. Falecia Williams, President of Prince George's Community College.

In April 2024, **Rollins ERG program** was announced, after committed development and refinement to include approved policy and a framework of systems of support. Multiple learning sessions were hosted in April and May for all employees, and a new Knowledge Base resource was made available.

In April 2024, the Director of Staff Inclusion and Belonging hosted 10 members of existing affinity groups and HR at the Orlando Magic's First Annual ERG Night.

In observance of **National Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month**, a collective of Rollins Staff and Faculty collaborated on a May 21st event to recognize the rich history of AANHPI communities across the nation and as a part of Rollins history, with an elevation of voices from Rollins' employees that identify as a member of the AANHPI communities. The 25+ attendees enjoyed guided table discussions, a detailed slideshow of learnings & employee spotlights, and a fun trivia game that highlighted some of the learnings from the slideshow. Dining Services prepared an AANHPI infused lunch menu. Event Contributors: Danielle McKinnon, Mary Choi Robinson, Min Sun Kim, Wenxian Zhang, Ruonan Zhang, Jie Yu, Eric Smaw, Dining Services.



THEATER AND DANCE

The Department of Theatre and Dance engaged in a host of activities that contributed to the College's Strategic DEIB efforts, including:

- Monthly gatherings hosted by the **Theatre and Dance Inclusion, Diversity, Equity, and Accessibility Council** and open to the Rollins campus:
 - An open forum about gender and sexuality in theatre and dance spaces with the support of Rollins' Counseling and Psychological Services team, Rollins' Spectrum LGBTQ+ student organization, and faculty from the SWAG (Sexuality, Women, and Gender Studies) program.
 - Bias and incident reporting training in partnership with the Student Center for Inclusion and Belonging.
 - A celebration of Black History Month with the second-annual team trivia game focused on the contributions of Black theatre and dance artists throughout history.
 - A space to create collages that center peace while discussing self-care strategies, particularly in the face of overwhelming global and local news.
 - A holiday celebration to learn about faith and cultural traditions. Current students shared food, games, and rituals important to their families. Attendees tried rice and peas to celebrate Kwanzaa and learned a line dance, a Christmas tradition in the Philippines.



A Raisin in the Sun cast

THEATER AND DANCE

The Department of Theatre and Dance engaged in a host of activities that contributed to the College's Strategic DEIB efforts, including:

The programming of a two-day **Color-conscious and Identity-conscious Production Retreat** proceeding both the 22/23 and 23/24 seasons, led by IDEA Consultant Felichia Chivaughn. The aim of this event was to provide actionable and specific guidance to directors for creating work that celebrates the identities of artists and keeps them safe.

In February 2024, the department presented **A Raisin in the Sun**, directed by Felichia Chivaughn, and featuring the first story centering a Black family in Annie Russell Theatre history. 58 students worked on the production as assistant and associate directors and designers, dramaturgs, stage managers, actors, and production crew. *A Raisin in the Sun* welcomed more patrons to the Annie Russell Theatre than any non-musical production since 2018 and earned more revenue than any non-musical production since 2016. We collaborated with the Black Student Union as we prepared for the production and hosted a community conversation following one of the performances.

In April 2024, the department presented two shows celebrating queer identity **The Prom** and **Aunt Jack**, directed by Missy Barnes and Gray Lefkowitz, respectively. Eighty-five students were involved in both productions. A collaboration with Spectrum for a community conversation following a performance rounded out the events for these productions.



Top: The Prom Ensemble; Middle: Missy Barnes, Gray Lefkowitz and guest; Bottom: Cast of Aunt Jack

THEATER AND DANCE

The Department of Theatre and Dance engaged in a host of activities that contributed to the College's Strategic DEIB efforts, including:

The Department of Theatre and Dance engaged **nine guest artists of color** across their production teams, exposing student artists to a broad network of artists of color and telling stories with increased richness and authenticity.

Sharing a piece, directed by **Felichia Chivaughn** and devised in-part by the student cast, to support Rollins' 2023 and 2024 Martin Luther King, Jr. Vigil in January. The 2024 piece centered the theme "true peace is not merely the absence of tension; it is the presence of justice." As part of the piece, one student shared, "Your voice holds the power to inspire, educate, and change the narrative. By speaking up, you not only empower yourself, but also contribute to a collective dialogue that transcends time, connects to the past, to the present, and to the future."

Founded by **Rollins Trustee Harold Mills**, the department served as an apprenticeship site for the William Daniel Mills Theater Company. The mission of WDM Theater Company is to make theater accessible and inclusive to everyone while celebrating the local young artist community. Rollins engaged with a cohort of 22 high school-aged apprentices in the 23/24 academic year, providing opportunities to perform, take part in workshops, and work backstage on multiple productions.



Clockwise: Inclusion, Diversity, Equity and Accessibility Event, Cultural Movement workshop, MLK 2024 student participants with Felichia Chivaughn

CRUMMER GRADUATE SCHOOL OF BUSINESS

The Center for Leadership Development in partnership with the Heart of Florida United Way, invited students from Evans High School to participate in a **Future Business Leaders** program.

Led by Delroy Vaughn, a Crummer students, participants were treated to four weekends of entrepreneurial training by Crummer faculty and assigned an industry mentor. Over the course of four weekends, students worked hard to develop their business ideas and present them to mentors, speakers, classmates and Crummer students.

Leon Ashby, director of TECHquity with HFUW and Karlye Martorelli, Business Development Manager at the HFUW was a member the DEIB Steering Committee and is an alumna of Crummer; was instrumental in bringing this idea to the campus of Rollins.



Top: Program participants from Evans High School, Middle: Karlye Martorelli, Delroy Vaughn, and Leon Ashby; Bottom left: Participants presenting their entrepreneurial venture ideas in Crummer Auditorium.

CRUMMER GRADUATE SCHOOL OF BUSINESS

Crummer Rising Entrepreneur Academy (CREA) was a 9-week high school program which offered 20 high school students an opportunity to partake in the inaugural program. In Spanish, CREA means to create; in Galic, CREA means courage/heart. The mission of the academy is to foster student creation of entrepreneurial ventures and have courage and heart to succeed. Throughout the program, students received mentorship from Crummer students, local leaders, and business partners. Students also performed group projects and had access to resources such as a dedicated library, online materials, and a supportive community to foster their entrepreneurial spirit. The first place winner, a venture named Learnella, received \$5,000 to help expand their presence in the marketplace.



Top: Program participants, Left: Dr. Tracy Kizer teaching a session on entrepreneurial marketing; Bottom right: Servola Frazier, Delroy Waugh, Daniel Perez and Joseph Simmons

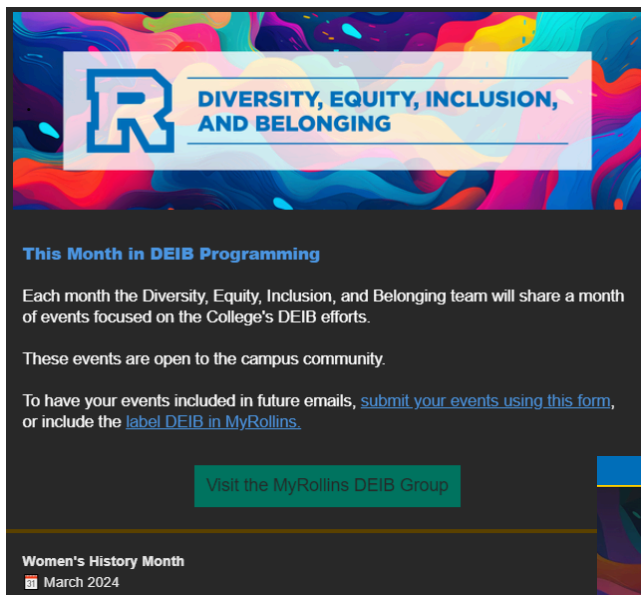
DEIB COMMUNICATIONS

With support from Jen Atwell and Lauren Bradley in the Office of Communications, the DEIB Leadership team sent out 7 **“This Month in DEIB”** emails blast over the past academic year. These communications were designed to inform the campus community of the various campus programs and events that had broad applicability to the DEIB strategic plan. Events ranged from identity-based student meetings to celebrations of cultural heritage months across campus.

This past year, we observed six cultural and heritage month celebrations:

- Hispanic Heritage Month
- LGBTQ+ History Month
- Native American Heritage Month
- Black History Month
- Women's History Month
- Asian American and Pacific Islander Heritage Month

Additionally, we symbolically celebrated other identity and culturally based days of significance. Including, but not limited to, Lunar New Year, Diwali, and National Coming Out Day.



The College also established a **DEIB website** under the council of Luke Woodling and the DEIB leadership team. The website was designed to inform the Rollins community of the various ways community members can connect, build and become aware of the shifting demographics of the College. The site is located at:
<https://www.rollins.edu/diversity-equity-inclusion-belonging/>



Building a strong and inclusive campus culture where everyone can thrive.

At Rollins College, our vision for Diversity, Equity, Inclusion, and Belonging is to celebrate all members of our college community and to broaden our collective understanding by uplifting diverse identities, cultures, experiences, and perspectives. We acknowledge that this requires a willingness to have tough conversations, hear and respect vastly different points of view, and to do all this with respect and grace. Our commitment to DEIB is embedded throughout all we do. Rollins is committed to fostering a campus culture where all stakeholders can thrive and experience a genuine sense of inclusion and belonging.

PRESIDENTIAL DEIB AWARDS

2024 Presidential DEIB Awards - An award that recognizes and honors students, faculty, and staff for their efforts aimed at promoting diversity awareness, representation, and inclusion within the Rollins workplace and student community. In support of the College's continual commitment to fostering a culture of inclusive thriving, the award is intended to recognize Rollins College community members for their exceptional dedication and achievement towards this objective. The award in essence demonstrates the institution's commitment to a campus culture in which the values of diversity, equity, inclusion, and belonging are impactfully integrated in the Rollins education, workforce, and community.



President Cornwell and Alise Fortune



President Cornwell and Dr. Kyle Meyer



President Cornwell and Fatima Sani

Not pictured: Bronwyn Holder, Presidential DEIB Staff Award Recipient

RESEARCH DIVERSITY GRANTS

2024 Diversity Infusion Grant- A grant that focuses on the enhancement of diversity, equity and inclusion on campus by supporting research proposals submitted by faculty/student pairs. This year's recipients submitted proposals that would explore advance the campus understanding surrounding pertinent issues relating to the environment and opportunity gaps in admissions.

Professor Raheleh Mohammadi and student Elizabeth Smith's **"World Environmental Health Day"** proposal featured the following objectives: 1) Increase engagement opportunities for DEIB intra-community building by creating a campus-wide competition for students to create a logo to be used for World Environmental Health Day that combines environmental health and DEIB efforts. 2) Increase awareness and visibility of DEIB effects to all stakeholders by hosting a 2-hour guest speaker session for ~150 Rollins community members on how various environmental exposures disproportionately impact minorities. 3) Improve communication and awareness of DEIB on campus by having ~50 students attend the workshop create 30 second video messages and take part in a social media contest to share what they learned on the impact of environmental health with minority communities.

Professor Zeynep Teymuroglu and student Alice Tesser's **"Mind the Gap: College Admissions"** proposal focused on the opportunity gaps, which occur when social and economic factors might result in lower rates of success among different groups. The goal of their work is to develop various analytical approaches including descriptive, correlational, and multiple regressions that could be used to identify relevant factors contributing to the opportunity gaps in college admissions. The authors suggest that being aware of such factors might help make college admissions processes more equitable.

DEIB IN PHOTOS



Next Steps

Where do you we go from here? We are not just about looking back, but also looking forward.

This DEIB Progress Report is a continuous work in progress - a way for members of the Rollins community to track implementation success, impact and improvements of the DEIB strategic plan over time. Below are a few of the initiatives we will prioritize for implementation.

01

Deepen Student Engagement with the Mission

Greater support and mentoring for student cultural organizations.
Create and coordinate co-curricular learning opportunities for DEIB skill development.

02

Deliver on our Promise of Student Success

Improve first year student transition from pre-enrollment to graduation.
Taskforce to review BIPOC, Hispanic and first generation student retention/success.
Improve visibility and access for bias incident reporting and redress.
Move from deficit- to achievement-oriented framework in introductory science courses.

03

Steward Strategic Assets to Strengthen Competitive Advantage

Conduct open field search for coordinator of African and African-American studies.
Provide mentoring and support for BIPOC and Hispanic faculty.
Develop intentional staff hiring pathways via networking with affinity groups.

04

Staffing and Governance

Produce a campus-wide multicultural/DEIB competency assessment tool.
Ensure with DEIB Advisory Councils that policies are well-designed/coordinated.

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All who volunteered their time, talents and efforts to program and support DEIB efforts at Rollins College.

**Thank you for supporting the
successful implementation of the
DEIB Strategic Plan.**

Tracy Kizer, Ph.D.

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DEIB Strategic Implementation

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