

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

5-9-2019

Minutes, Diversity Council Meeting, Thursday, May 9, 2019

Diversity Council

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Diversity Council Minutes
5.09.2019

- **Associate Director, Diversity & Inclusion Initiatives New Hire**
 - Samantha Vega (Associate Director, Diversity & Inclusion Initiatives)
 - Starting June 17, 2019
 - Currently at U of Miami
 - Excited about what she will bring to the table and where gaps are in the office
 - Will be part of the council

- **Welcome to new DC Members**
 - Hello!

- **Staff & Faculty Co-Chairs AY2019-2020**
 - Staff - Jade Taylor Staff Co-Chair
 - Faculty - ?
 - Four new faculty coming on and only one is staying on
 - Two-year commitment
 - Talk to Dean Team as a solution? Ask them who we can ask?
 - Think about what it means if a Dean chaired
 - What does being a co-chair mean? If an incident occurs on campus, how are we expected to respond?

- **Task Force Check-In & Next Steps**
 - ERG
 - We have done a lot of work
 - Lester went to HR for update and they shut him down and were not supportive at all
 - Lucy Cross
 - Resubmitting the gender report they did to receive a written response

- **Future of DC**
 - Meeting with Grant
 - Ask Grant what he wants – this will inform the work and how to structure that
 - Two years ago Grant gave charge and forces to focus on. This year has focused around Cru and issues that have arisen. That is fine because that is our role. But next year is time to ask if our charge is going back to task force or something different
 - What is he looking for? Is there an issue you see we should be addressing?
 - Need a charge more specific, guidance
 - Haven't got any traction from him and want to go with a different model
 - Grant wanted us to be more radical
 - Task Forces & Charge
 - In the past, suggested we report to Provost and was charged to report to the President
 - For years have been operating without a charge, but that is the way it should be. Give counsel to those we report to, collaborate

- Our work this year was responding to things because he did not give written responses to the previous year's report
 - Wish he did because of the request to hire a sole Chief D&I person
 - Is that the outcome we want though?
- We are spinning our wheels and do a lot of work not being recognized or acted upon, yet, Rollins get to say Rollins has a DC council and use it for websites
- We are considered a non-college committee
- Infusion Grants is where we see real impact – focus on those and advocacy
- Climate survey not productive, we get this info from other surveys
- Focus on grass roots kind of change – ex. creating an experience group
 - This goes back to ERGs, serves as a support group for each other and having a shared identify group
 - Take expertise inside the group who gave D&I inside job descriptions, the grass roots, and go this direction to make change
- We report to and serve the Rollins Community – respond to the needs of the community (faculty, staff, students) and will do work to support that
 - People can bring things to our attention of where issues lie (joys and concerns)
- Concerned that we have to do all the work to support diversity on this campus
 - Take the reins
- Try a different model and serve community – make recommendations to people and departments
 - Think of things we can do outside of recommendations too – ways to help students, grants
 - Making influence where we have seen it be successful
- Is DC best reporting to someone or a self-standing committee? Could we be more independent, role not advisory and we create our own charge
- Used to be called Diversity Advisory Council
- Grant thought DC could be an advocacy group, issue statements, and we don't need to get all things approved by him
- All the Initiatives form last year were left unaddressed
- We are too stuck on the advising role
- Chairs should not ask anymore what we do, but recommend what we want to try
 - Primarily have been advisory to the President, but we want to try something new where our role is to serve the community and responding to community needs, rather than advisory role to the President.
 - At times may still make recommendation to senior administration
 - Based on experiences, relooked at mission statement and feel ourselves serving the entire community, where we can be most effective
 - “Assessing, advocacy, and advising” but to the whole campus community and not reporting to the President
 - We are going to try a new model and take charge from grass roots
- Do we have to report to someone?
 - EC?
 - We report but not “supervise”

- Maybe ask “We understand we have to repost to someone, but want to shift to an advisory”
 - Is this a standing item though? Talk this further in a retreat and then decide then
 - Make the retreat a valuable experience
 - Not antagonist, just the opportunity to develop
 - Not ask for a charge
 - Think about changing administration
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- **End of Year Celebration?**
 - Martha will send out a poll to coordinate date/time
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- **Announcements/Open Floor**
 - Thanks Maridath and Jen for your service!
 - Those rolling off are open to be part of the retreat and help with the transition – just ask!
 - Focus on things we feel good about and can have an impact
 - Advice from those rolling off
 - Take care of yourself
 - Take control of the outcome
 - Build collation outside the committee