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Diversity Council

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10-11-2018

### Minutes, Diversity Council Meeting, Thursday, October 11, 2018

Diversity Council

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**October 11, 2018**

## **Diversity Council Meeting Minutes**

**Attendees:** Kourtne Berry, Martha Cheng, Alice Davidson, Robin Gerchman, Jen Herr, Abby Hollern, Katrina Jenkins, Ann Ketteringham, Destinee Lott, Jenifer Ruby, Jade Taylor, Maridath Wilson, Jazmine Rodriguez, Carla Daza, Miranda Jung.

### **1. Barker House Retreat**

- What worked:
  - It was good to get an update from the President on the current issues.
- What didn't:
  - All the administrators in the room made it difficult to navigate the conversation and some DC members felt they couldn't speak as freely.
  - During the conversation we didn't hear enough from DC members.
  - In future: DC chairs will determine who is invited to the DC retreat.
  - While the feedback on the Task Force recommendations was welcomed, we did not have time to ask follow-up questions.
- Next steps:
  - Maybe have another retreat in spring?
  - Do we need any clarification on DC's role?
  - Perhaps we need more conversation with Grant on task force recommendations and negotiate with him on some of the points.
  - It would be helpful to have an idea of what we did last year as it seems that nothing came of our recommendations.
  - We don't need to keep asking about role of DC; we are voice for inclusion and diversity, not a committee working for the President. We should see this as an advisory board.
  - Going forward, on certain issues we may need to have process of voting.
  - There is confusion about who we report to. Last year, the faculty co-chair wrote the President regarding the Lucy Cross issue, but he did not respond. Instead Mamta did.

### **2. Lucy Cross and Visit to EC meeting**

- Alice: she, Margaret McLaren, Jill Jones, and Kathryn Norsworthy have been emailing frequently about the Lucy Cross Center.
- They would like to take the issue to FAC; they are concerned that a role of faculty director has been diminished; the administration expects the faculty director of SWAG to use the SWAG course release to also cover directing the Lucy Cross, with no additional compensation.
- Abby pointed out that the DC recommends increase support for LC, but support is actually decreasing.

- The director of SWAG and Abby are supposed to run the LC. This year the SWAG director decline given the lack of support. Abby got permission to hire 5 work studies for LC; Her office also helps to run it.<sup>1</sup>
- Alice: there was a plan to bring the issue to the next EC meeting, but the timeline felt rushed, so now it is postponed. Jill Jones sent an email to Chris Fuse to discuss with FAC because the issue falls under faculty compensation.
- Abby: LC budget is set up as a gift account. In the past, funding has been received from dean of faculty and there was some roll over money from C. Bresnahan, which is now gone. When she asked: “What is budget for LC?” She was told to do what was needed and they would find the money. It is a zero-based budget model. There is a budget line, but as a gift account, it is not funded.
- On LC issues, Abby meets with both Susan and Mamta; she reports to Mickey so maybe LC should report to Mickie?
- Alice made the observation that the LC now seems set up to fail.
- Abby pointed out that she is now adding LC into CIC assessment.
- EC meeting on LC postponed indefinitely--maybe spring.
- Alice asked if the LC should be a place for faculty and staff.
- Perhaps HR should look into establishing a faculty and staff group.

### **3. Emergency meeting regarding CRU**

- Martha noted that someone on the DC email list forwarded Maridath and Jen’s email about the meeting to Grant, without consulting with the co-chairs. This seemed disrespectful to the chairs and even perhaps working against the DC; such action can weaken trust among DC members.
- Maridath: summarized the meeting and the colloquia planning.
- Also, currently, some faculty will be bringing a motion before faculty, instead of DC reaffirming, in order to give some people insulation from possible repercussions.
- Different departments have written their own statements (CMC and Graduate Counseling).
- Grant has stated that he wants to be a referee, not judge, on this issue.
- Abby noted that the question is still open for evangelical students; right now InterVarsity meets across the street.

### **6. Background on Non-Discrimination and Religious groups on campus**

- **Katrina:**
  - Lorrie Kyle was asked to survey our benchmark schools and ask –do they have CRU/IV and non-discrimination policy?
  - Katrina passed out the sheet with the information Lorrie has gathered thus far.

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<sup>1</sup> Outside the meeting, Abby informed members of the DC that one of her staff members received a modest salary increase for taking on the extra Lucy Cross work.

- Since we are gathering the same information, we decided to simply add our research to Lorrie's list.
  - Grant talking to national CRU leader today.
  - Katrina then gave her own experience with CRU which she advised for 11 years at Bentley College.
  - CRU and IV are parachurch groups: operate like church groups on college campuses
  - Bentley does have ND policy like ours
  - At Bentley: CRU had outside advisers, usually married couples (IV works similarly) who must work with chapel/chaplain; only group for Protestants on campus; there was some competition with chaplain and CRU; she went to all their meetings, sponsored retreats, and did theological training.
  - She noted that they can become isolated and she tried to prevent that; she required that they do programming, a retreat each semester, and she prevented proselytizing.
  - By the end of her time at Bentley, positive changes happened. Groups also had to choose collaborate with another group which included a service component they would do together; she formed an advisory board in which each group had to include one member and they wrote code of conduct.
  - She also shared her experiences at Illinois which had 2 Christian groups.
  - Overall, she said working with the groups takes patience and staying actively involved. She wants all to encounter one another. And she supports having many voices on campus.
- Katrina and Abby noted that the continued conversation is challenging for students—the question has been open since last January. Students feeling uneasy. Grant needs to make a decision soon.
  - Abby reminded everyone that we can support our LGBTQ students at the Pride Parade this Saturday.