

College Diversity Roundtable Meeting
November 3, 2014
Gamble Room
5 PM – 6 PM

- **Brief Introductions**
- **One Community Video Presentation**

Comments regarding the film included creating a longer version that describes more in depth about the confederate flag incident that was the precursor to the creation of the One Community Program.

Kudos was given to the creation of the video and program. It was suggested to highlight the work of the students who brought the confederate flag to the attention of CDR and who met with key administrators to make sure that the One Community Program was created and was successful. Students went above and beyond their call of duty.

Action Item: Create a longer version of the 11 min film to discuss more in depth what happened that culminated in the creation of the One Community Program, Jessica Guzman-Rea to follow up.

Action item: It was suggested that this longer version be shown at an upcoming Faculty Senate Meeting, Jessica Guzman-Rea to follow up.

- **Presidential Diversity Awards Nominations (Due November 14)**

Nominations are being accepted for this year's Presidential Diversity Awards. The awards recognize faculty, staff, students, alumni, units, departments, or teams that have demonstrated leadership in recruitment and retention efforts, teaching, research, multicultural programming, cultural competency, community outreach activities, or other initiatives that promote diversity or inclusion.

Members discussed the nomination process and it was agreed that members of the CDR would assist in the nominating the One Community Program for the Presidential Diversity Awards.

Items needed for nomination include:

- Testimonials from freshman, student facilitators, panelists, committee members, and administrators.
- Why do you believe that the One Community Program is important, what needs is it meeting, and what impact has it have/will it have?
- The Communal Principle for this year is "Inclusion" – how has One Community embodied the ideals of this principle?
- It was suggested to include the video as part of the nomination.

Action Item: Beth Olivares volunteered herself to compile all of the necessary items that are due by **November 14th**.

Action Item: Please submit your one paragraph testimony regarding your reflection of the One Community Program to Beth Olivares at bolv@ur.rochester.edu by Tuesday, November 11th.

- **Brainstorm name and marketing campaign for Bias Related Protocol Procedures**

Some suggestions included:

- “OUCH” – like the training program, but fear of copyright infringements
- “HAULT”
- Keep the name as it is because other institutions such as Cornell University just uses the name as is and because having a fun name might diminish the importance of being able to report serious bias related incidents such as micro-aggressions.

There was an incident that occurred this past weekend and DLH did not feel welcomed at a volunteer event. They asked if it would count as a Bias Related Incident.

- It was mentioned that students should report all incidents as a CARE report until the Bias Related Protocol is up and running. This will help to document all of the locations and incidents where these items are occurring.
- We don't know that these items are occurring, so the more documented items, the better prepared the Bias Executive Incident Team can respond.

Action Item: DLH members to follow up with submitting a CARE report that outlines the incident that occurred.

- **City Year handouts – Next Application Deadline is November 15**

- **Other items?**

Members of the National Society of Black Engineers were concerned about the lack of diversity among their peers and faculty. They brought up the issue as it affects the retention rate among minority students in the Engineering Department. In this case it was the Mechanical Engineering Department.

Richard Feldman, Dean of the College gave a brief response and stated that this was in fact a great topic of conversation for the next CDR Meeting. He and Beth Olivares have been working on Faculty recruitment. Every search is charged in attracting a diverse pool of candidates and there are many ways to accomplish this. There was also talk about working with students who come underprepared in Mathematics in order to be successful in their Engineering major. Offices like the Kearns Center have programs that are trying to assist in these educational gaps.

Beth Olivares mentioned that among faculty at the U of R, 24% are women, making female faculty members among the minority population as well. In the Hajim School of Engineering and Applied Sciences, 11% are women and there are only 4 faculty

members who are persons of color.

Action Item: Members of the National Society of Black Engineers to follow up with Amy Lerner in brainstorming ways to talk to faculty about these diversity searches.

Action Item: Beth Olivares to talk about the faculty diversity initiatives at the next CDR meeting.

A couple of alums were present and wanted to know what type of financial supports there were for students and student organizations to support them in these types of endeavors and programming.

- The [Paul J. Burgett Intercultural Center](#) has some funding available to student programming and co-sponsorship.
- The [Communal Principles Project](#) has some small grants available if the programs meet the principle of the year. This year is the year of inclusion.
- The University Counseling Center has a WISH FUND that has money available to bring in a speaker to talk about mental health issues. Please contact Dr. Ronke Tapp for more information at Ronke.Tapp@rochester.edu.

There was also mention of connecting students to the Greater Rochester Area and exposing students to cultural events and museums that occur off-campus. Other suggestions included having Black and Latino artists and art showcased on-campus in order to have Black faces on the walls, but also the expose students to other cultures.

- **Future CDR Meeting - Save the Date:**

**Monday, December 1
5 – 6 PM**

Stackel Conference Room (located on the 2nd floor of Wilson Commons)

- **Upcoming Events**

The Minority Student Advisory Board is meeting with Multicultural Visitation Program (MVP) students this Sunday, November 9th from 3:30 PM – 4:30 PM in Dewey 101, if you would like to attend.

SAVE THE DATE: The MLK Commemorative Address Speaker will be **Dr. Khalil Gibran Muhammad**, Director of the Schomburg Center for Research in Black Culture. The MLK Commemorative Address will be on **Friday, January 23 at 6 PM in Strong Auditorium.**

2014 University of Rochester Disability Studies Cluster Symposium

Friday, November 14, 2014

8:30 a.m. to 4:15 p.m.

University of Rochester School of Nursing

255 Crittenden Blvd.

Rochester, N.Y.

<https://www.warner.rochester.edu/newsevents/story/1364/>

International Education Week (Nov. 17 – 21)
Celebrating all month long!
<http://rochester.edu/iew/schedule.html>

HIGHLIGHTS -

What's your Language?

Wednesday, November 5
11:30 AM to 1:00 PM
Hirst Lounge, Wilson Commons

A Conversation on Race: A Process of Discovery

Wednesday, November 5
6:00 PM to 8:00 PM
Gowen Room, Wilson Commons

University of Rochester Study Abroad Networking Event

Monday, November 17
6:00 PM to 7:00 PM
Register at <https://www.brazenconnect.com/event/rochester-abroad>

Global Service Symposium

Tuesday, November 18
5:30 PM to 8:00 PM
Gowen Room and Hirst Lounge

Native American Student Dinner

Wednesday, November 19
5:00 PM to 6:00 PM
Wallis Hall, Admissions Conference Room

11 “Least Livable” Cities? Discussion Panel

Thursday, November 20
5:00 PM to 9:00 PM
Hoyt Auditorium

Millennials on the Move: Engendering Successful Youth Activism for Fundamental Socio-Cultural Change

Friday, November 21
4:00 PM to 6:00 PM
Schlegel Hall Room 207, Simon Business School