

College Diversity Roundtable Meeting
October 19, 2016
Douglass 401
4:45 PM – 6:00 PM

Agenda Items:

- **Recruiting a Diverse Faculty Presentation (Beth Olivares and Jeff Runner)**
 - Faculty diversity is a priority at the university level
 - It was a target for fundraising as part of the Meliora Campaign
 - Hiring happens within search committees
 - Data slides: 6.6% of overall faculty is URM; UR is behind our collegiate peers
 - It is difficult to make substantial changes; there isn't a rapid turnover of faculty
 - Women are twice as likely not to take the offer
 - Data varies year-to-year
 - Looking at data from 2009-2016, and the 16,537 applicants- only 7.79% of applicants are URM
 - Harvard's Implicit Bias Project
 - Make connections while recruiting, at conferences, etc.
 - Data sets provided to search committees show the institutions that have URM being awarded PhDs
 - Any strives towards accountability towards making these changes? What is their experience when they get to campus?
 - All search committees need to report to the Dean; it is new but now they have to report for accountability
 - The presentation slides will be made available to Jessica Guzman-Rea to distribute to members of the CDR

- **Meliora Weekend Debrief (Cris Monahan)**
 - Too many things happening at once
 - Feedback? What did you like?
 - Students leaders should be involved in the planning and collaborating of programs; DLH had a plan to have an event on Saturday but it got moved to Friday
 - Last year open houses were on Saturdays; this year we had a showcase slot from 3:30-5:30pm on Friday; that was the time that was suggested to DLH; there may have been miscommunication but events do not get moved after being settled on a certain day and time
 - Tropicana- 30th Anniversary -needs a larger space; to have both in a same space
 - Many events were on campus and students enjoyed that; PASA really enjoyed bringing Trevor Noah because the school cared to bring someone that students can relate to; a lot of students enjoyed having Trevor Noah;

- Mel-Talks were awesome; experts on campus giving 15-min talks; they were crisp and to the point; great cross-section; started on time and ended on time
 - What would attract more students to attend Meliora Weekend? The website is a little hard to navigate. Most students will get to the website and feel overwhelmed. Any way to have a student specific tab. Something on the website that says if anything “check out this event.”
 - A staff member had difficulty adding more than one person to their account as a “guest”; it is too much of a process, but it is for roster purposes to know where each participant is
 - The wristbands were really nice.
 - Meliora Weekend more like Homecoming Weekend; events that are student focused where students can relate more too; when you register in August, it is too early, most students think about it
 - Just like orientation, something for Meliora Weekend
 - Knowing about certain figures or events earlier
 - Does the word homecoming relate to you? It is not the word, but more of the culture that is associated to it; not clear what was Meliora Weekend (grad students don’t know about it; if they could attend)
 - Other institutions have parades and floats for their homecoming
 - URM students cannot be at three places at once
 - Giveaways was a hit; don’t always have to be free giveaways, but it helped to attract students
 - Facebook events were okay; signature events should have been advertised via Facebook (ex. Mel-Talk) to attract more students
 - Student alumni ambassadors worked the OMSA networking event and it was a hit!
 - Student alumni ambassadors put on alumni events; work alum events; greet alums
 - The Meliora sign on the quad was a hit; it should come back every year
 - For next year: SALSA’s 30th Year hosting Tropicana, Big Anniversary Year for the Kearn’s Center, Upward Bound, and McNair!
- **Student Programming Board is planning a big named speaker and a week of events in conjunction with the "We're Better Than That" Anti-Racism Campaign to address issues of Racism (Caleb Krieg)**
 - Larger programming board (a combinations of CAB & Speakers Board); not affiliated with SA Government
 - There has been a push for diversity
 - Speakers have mostly been white males
 - Feb 10th - Commentary/comedian (*Name can't be announced just yet*) at 7 PM
 - The show will address how to end racism in an hour (just a talk; with a comedian flair)

Upcoming Deadlines:

- [RA Applications](#) are available at Rochester.edu/reslife and close on **October 21st**
- [One Community Programming Fund](#)
The One Community Programming Fund is designed to support culturally based programming and enhance the understanding and appreciation of diversity and inclusion initiatives. We encourage collaborative programs or activities that exemplify the spirit and purpose of supporting diversity and inclusion in our community. Students are invited to apply for the One Community Programming Fund. There are three levels of funding available and there are 3 deadlines per semester. The last deadline for a One Community Grant for the Fall Semester is **November 9th**!
- [Communal Principles Project](#)
***There was an issue with the submit a proposal link, which has been fixed. But if you submitted a proposal and did not receive an email confirmation, please let us know!*

Do you have an idea for a project that aims to promote this year's Communal Principle of Freedom? If so, you are invited to apply for a \$200 or \$500 grant to develop a program or activity that exemplifies the spirit and purpose of Freedom to our community!
The final deadline of the Fall Semester for a CPP Grant is **November 9th**!

Future FALL 2016 CDR Meetings

- Wednesday, November 9, 401 Douglass, 4:45 PM - 6:00 PM

Upcoming Events:

- [Neilly Series: Ruth Holland Scott](#)
The Circles God Draws
Thursday, October 20, 2016
7 PM
Rush Rhees Library, Hawkins-Carlson Room

Born and educated in Albion, Michigan, Ruth Holland Scott is an educator, author, and businesswoman who was the first African-American woman elected to serve on the Rochester City Council, and was elected its president in 1986. Scott's career has included ground-breaking roles in education, banking, and neighborhood revitalization initiatives. She currently serves as a consultant and speaker, and has been a frequent guest on radio and TV news broadcasts in western New York.

Her 2014 memoir, *The Circles God Draws*, spans decades of opportunity and challenge, from post-Depression years through World War II to today, detailing her life as an educator and businesswoman in Michigan, Cleveland, and Rochester. The book chronicles family experiences, facing discrimination, and personal triumphs.

Scott holds an undergraduate degree (cum laude) in secondary education and sociology from Albion College, graduate degree from Kent State University, a Chief School Administrator and Business certifications from Dartmouth College's Tuck School of Business, and two Honorary Doctorates, including one from Albion College. She and her husband Bill live in Rochester.

The lecture is free and open to the public. Reserved parking is available in the Library Lot. For more information, please visit www.library.rochester.edu/neilly-series or call 585-275-4461.

- **Geshe Jamyang Nyima**
Finding Meaning in the Modern World: The Four Noble Truths
Oct. 29 – 4:30-6:00 PM.

Namgyal Monastery Institute of Buddhist Studies in nearby Ithaca, New York, founded in 1992, is the North American Seat of the Personal Monastery of His Holiness the Dalai Lama. It is a branch of the main Namgyal Monastery located in Dharamsala, India. The primary mission of Namgyal Monastery Ithaca is to provide Western students the opportunity to study authentic Tibetan Buddhism in a monastic setting. It is a non-sectarian institution, offering students study in all aspects of the 4 Main Sects of Tibetan Buddhism.

Venerable Geshe Jamyang Nyima was born on November 16, 1965 in Kham Lithang, Tibet. At the age of 13, Tulku Tenzin Delek Rinpoche taught him Tibetan Language and he memorized many classical Buddhist Texts. In 1982, he was enrolled at Lithang Jamchen Chokhor Ling Monastery and later became its Chant Master. In 1989 Geshe Nyima escaped Chinese-occupied Tibet through Nepal. He then made his way to Dharamsala, India where he received audience with His Holiness the Dalai Lama. In the same year, he went to South India and joined the famed Drepung Gomang Monastery. He has completed the 14 classes of Buddhist dialectic studies along with Dharmakirti's, Perfection Vehicle, Madhyamika, Middle Way School, Abhidharmakosa tika and others. After 24 years of study, he obtained his Ph.D. degree (the coveted Geshe Lharampa Degree) of Buddhism for both Sutra and Tantric Studies. From 2008 to 2011 he has worked as the Treasurer of the Gomang Monastery and from July 2011 he was selected to be the teacher of Namgyal Monastery, India where he teaches both Sutra and Tantra. He is the current Resident Visiting Geshe at Namgyal Monastery Institute of Buddhist Studies in Ithaca, New York.


- **Pan-African Student Association** is hosting a "Colour Me Africa" Natural Hair Campaign Week: Nov 7-12th
 - Hair Care Expo, events surrounding the professionalism around natural hair for African students; drop-off event
 - Art show on African Hair; photoshoot; free event

- **International Education Week – Nov. 11 – 18th**
 - International Education Week (IEW) is coming the week of **November 11-18, 2016**. IEW is promoted each year by the U.S. Department of State and the U.S. Department of Education as an opportunity to recognize and support the benefits of cultural exchange and international education programs. Celebrate the benefits of international education and cultural exchange, here at the University of Rochester events and programs are scheduled throughout the month of November and we encourage you to participate.
 - Students, staff, and faculty are encouraged to submit events that encourage participants to internationalize their own educational experience, learn about new cultures and languages, and explore what the University of Rochester has to offer.



- **Keepers of the Game - Film screening followed by a discussion**
 Thursday, November 10
 7:30 PM - 9:00 PM
 Hoyt Auditorium
This event is free and open to the public!

Lacrosse was born in Akwesasne Mohawk Territory as a sacred game, traditionally reserved for men. Just off the reservation at Salmon River High in Fort Covington, NY an all-Native girl's lacrosse team comes together, seeking to be the first Native women's team to bring home a Section Championship. But first, they will have to overcome their crosstown rivals, Massena High. As the season comes to a head, the team is faced with increasing ambivalence in their own community and the girls must prove that the game of lacrosse is their rightful inheritance. With more than just the championship on the line, the girls fight to blaze a new path for the next generation of Native women, while still honoring their people's tradition in a changing world.

Co-sponsors: UR Women's Lacrosse Team, Paul J. Burgett Intercultural Center, Native American Student Association, and UR Cinema Group.

Interfaith Adventures
Visit India in Rochester!!


Join SAIC and the Burgett Intercultural Center for a trip to the Hindu Temple of Rochester
 October 22, 2016, 9:00 AM – 11:30

- Observe beautiful rituals as the Hindu Temple consecrates the new shikhars that will complete the temple structure.
- Fire altars, chanting, incense, processions will mark this auspicious occasion.
- If you enjoy interfaith and intercultural exchange this is for you!
- RSVP: urinterfaith@gmail.com Transportation provided.

Native American



#URDiversity

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Heritage Month 2016

Saturday, October 22, 11:45 a.m.–4 p.m.

University of Rochester Ganondagan Trip

Ganondagan State Historic Site, 1488 State Route 444, Victor

Ganondagan was once the site of a village of thousands of Seneca Native American people. Watch an interactive retelling of the Iroquois creation story, tour a full-size replica of a 17th-century Seneca bark longhouse, explore the newly built Seneca Art and Culture Center, and play traditional Seneca games. A bus will depart from Interfaith Chapel at 11:45 a.m. and return to campus at 4 p.m. This event is cosponsored by the Offices of Admissions and Financial Aid and the Native American Student Association (NASA).

To RSVP, contact Campbell Halligan at campbell.halligan@rochester.edu or at (585) 275-8627.

Friday, November 4, 4–5:30 p.m.

Club Rochester: *The Two-Spirit Self: Celebrating Gender Diversity in Indigenous Culture*

Douglass Ballroom, Frederick Douglass Building

A great place to meet, eat, and relax with students, faculty, and staff. Enjoy delicious free appetizers and low-cost beverages at this monthly happy hour! This event is hosted by the Offices of Admissions and Financial Aid, the Native American Student Association (NASA), and Pride Network.

Saturday–Sunday, November 5–6, 11 a.m.–3 p.m.

Haudenosaunee Days

Rochester Museum & Science Center, 657 East Avenue, Rochester

Celebrate Haudenosaunee (Iroquois) culture—past and present—with artisans from the community. Learn firsthand about the tradition of making cornhusk dolls, jewelry, beadwork, and baskets from local Haudenosaunee artists as they bring the traditions of their culture to life through their art. Hear storytellers and join Rochester Museum & Science Center educators to learn more through the museum's world-renowned collection. With staff and volunteers, get an up-close view of artifacts rarely on display for the public, including art from the Works Progress Administration (WPA) Indian Arts Project. Immerse yourself in the vibrant art and culture of today's Haudenosaunee nations. This program is funded by grants from the New York State Council on the Arts (NYSCA) and the New York Council for the Humanities.

Thursday, November 10, 7:30–9 p.m.

***Keepers of the Game* Film Screening and Discussion**

Hoyt Auditorium

Lacrosse was born in Akwesasne Mohawk Territory as a sacred game, traditionally reserved for men. Just off the reservation at Salmon River High in Fort Covington, New York, an all-Native-girl's lacrosse team comes together, seeking to be the first Native women's team to bring home a section championship. As the season comes to a head, the team is faced with increasing ambivalence in their own community, and the girls must prove that the game of lacrosse is their rightful inheritance. With more than just the championship on the line, the girls fight to blaze a new path for the next generation of Native women while still honoring their people's tradition in a changing world. This event is cosponsored by UR Women's Lacrosse, the Paul J. Burgett Intercultural Center, the Native American Student Association (NASA), and UR Cinema Group.

Friday, November 11, 10:30 a.m.–5 p.m.

Canandaigua Treaty Day

Canandaigua Primary School, 96 West Gibson Street, Canandaigua

Following a longstanding tradition, members of the Six Nations and the U.S. government will gather on the front lawn of Ontario County Courthouse on Main Street in Canandaigua at 2 p.m. to commemorate this seminal federal treaty.

Monday, November 14, 5–6:30 p.m.

Iroquois White Corn Cooking Workshop

Community Kitchen, Frederick Douglass Building

Iroquois White Corn is an heirloom seed dating back at least 1,400 years that holds symbolic importance for the Haudenosaunee people. In this cooking workshop, learn about the significance of the corn, help prepare a tasty and nutritious meal, and gather together to enjoy the prepared cuisine. With a holistic approach, Lauren Jimerson (Seneca) will lead the class not only to produce healthy food but to generate healthy community as well. The menu will include pumpkin chili and roasted corn muffins with wild leek butter. This event is cosponsored by the Offices of Admissions and Financial Aid, the Native American Student Association (NASA), and the Paul J. Burgett Intercultural Center.

Space is limited for this event; to RSVP, contact Campbell Halligan at campbell.halligan@rochester.edu or at (585) 275-8627.

Wednesday, November 16, 5:30–6:30 p.m.

Native American Student Association (NASA) Annual Dinner

Admissions Conference Room, Wallis Hallw

Join Native American members of the University community over traditional Native American food and hear a Thanksgiving address by Rosenhase Dalton LaBarge of the Mohawk Language Group in Rochester. This event is cosponsored by the Offices of Admissions and Financial Aid, the Native American Student Association (NASA), and the Office of Faculty Development and Diversity.

To RSVP, contact Campbell Halligan at campbell.halligan@rochester.edu or at (585) 275-8627.

Please visit www.rochester.edu/diversity/eventscalendar for more information.

