

College Diversity Roundtable Meeting Minutes

February 2, 2016

Stackel Conference Room

4:30 PM – 6:00 PM

Attendees (in alphabetical order)

Marian Ackun-Farmmer, Farid Adenuga, Jon Burdick, Norman Burnett, Matthew Burns, Lydia Crews, Justin Delinois, Nora Dimmock, John DiSarro, Caryl English, Richard Feldman, Jessica Guzman-Rea, Claudia Hernandez, Amber Hudson, Simone Johnson, Sequoia Kemp, Amy Lerner, Kay Lewis, Delvin Moody, Ronald Morrow, Niru Muralidharan, Eleanor Oi, Raul Ramirez, Joel Seligman, Payal Shah, Ty Stewart, Ted Pagano, and Terry Platt.

Agenda

- Brief Introductions

Welcome [Ty Stewart, Assistant Dean and Director for Education Abroad!](#)

- [Campus Climate Survey](#) (Jessica Guzman-Rea)

We currently have received 8% of the responses. This survey was launched on Monday, Feb. 1 to all undergraduate and graduate students in the College and the Eastman School of Music. Please encourage your peers and students to fill out the survey.

As an incentive, all students who complete the survey will be entered into a drawing for a chance to win a Communal Principles T-shirt and one of the following prizes:

- AS&E undergraduate students: \$500 Barnes & Noble Gift Certificate
- AS&E graduate students: \$500 Professional Travel Award
- ESM undergraduate & graduate students: \$500 Professional Opportunity Prize

- Sneak Preview at the Frederick Douglass Building Renovations (Jessica Guzman-Rea)

A brief overview regarding the layouts of the 3rd and 4th floors of the Frederick Douglass Building renovations were shared. The third floor will have a student lounge, a bridge to the library, house the Paul J. Burgett Intercultural Center and Language Center, resource library, meditation room, green room, small meeting rooms, a lactation room, and abolition foot washing stations. The fourth floor will have a community room, large meeting rooms/classrooms, small meeting rooms, a community kitchen, and two all gender/family restrooms.

The graphic features two overlapping speech bubbles. The left bubble is teal and contains the text 'SHARE YOUR VOICE'. The right bubble is red and contains the text 'SHAPE YOUR SCHOOL'. Below the bubbles, the text 'Take the Campus Climate Survey' is displayed. A dark blue banner below the graphic contains the text: 'Your responses help shape the University of Rochester. With your insight, we're able to assess our campus climate and implement the change necessary to create an environment in which all students can be successful.' Below the banner, the text reads: 'Check your inbox on Monday, February 1. Every student who completes the survey by February 15 will be entered in a raffle to win prizes like a Communal Principles T-shirt and a \$500 award! Questions? Contact jessica.guzman-rea@rochester.edu.' At the bottom left, there is a logo for HERI (Higher Education Research Institute) and the text 'In partnership with the Higher Education Research Institute www.heri.ucla.edu'. At the bottom right, there is the University of Rochester logo.

These student life spaces will be available for all students to utilize and will be an expansion of the multiple services already provided by the units that report to the Office of the Dean of Students. There will be opportunities for students to have input on the feature wall, meditation room, furniture, and publicity placement, just to name a few. A small group of interested students have already met with Laura Ballou and Emily Cihon to talk about the student needs and utilization of the meditation room. If you are interested in participating in these conversations, please contact Jessica.guzman-rea@rochester.edu.

- [Bias-Related Incident Report Update](#) (Matthew Burns)

For those unaware, there was an expansion to the CARE Network. In addition to submitting a CARE Report, community members are now able to submit a Bias-Related Incident Report and a Community Concern Report. Community members should utilize the Bias-Related Incident Report if they are made aware of an incident motivated by age, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, or sexual orientation of the targeted person or group. Community members are asked to submit a Community Concern Report if they are made aware of an incident that impacts the UR community. This could include humanitarian concerns, natural disasters, or any other issue that may have occurred domestically or internationally that you would like to bring to our attention.

- “We’re better than THAT!” - [Anti-Racism Campaign](#) Update (Norman Burnett)

Dean Norman Burnett and Dean Beth Olivares were charged with creating an anti-racism campaign to address issues of racial injustice at our university, similar to the national "It's On Us" campaign designed to combat sexual misconduct. There was an initial brainstorming meeting held on Dec. 16 where over 45 faculty, staff, and students attended. A smaller working group was created and has met on a weekly basis since Jan. 19th. The campaign motto was market tested with students and it was agreed that we would utilize “We’re better than THAT” as our tag line. There will be a video contest, a website, and Facebook group. The working group is looking at short-term and long-term marketing plans. If you have any suggestions or feedback, please email racialcommission@ur.rochester.edu.

- [Presidential Commission on Race and Diversity](#) Update (Richard Feldman & Joel Seligman)

Since its charge on Dec. 3, the Presidential Commission on Race and Diversity has met six times and has held eight Town Hall Meetings. Transcriptions of these meetings can be found on the Commission’s website. Dean Richard Feldman gave a quick overview regarding the Commission’s 68-page interim report that was submitted yesterday (Mon. Feb. 1) to President Joel Seligman. Along with the Campus Climate Survey that has been administered to the undergraduate and graduate students in the College and Eastman School of Music, there will be a Faculty and Staff Climate Survey administered in mid-February. The Commission’s final report will be published in May.

President Joel Seligman joined the College Diversity Roundtable and read his seven-page statement in response to the Commission’s Recommendations. This document along with the Commission’s Recommendations will be released to the entire University community tomorrow, Feb. 3. Some highlights of this statement include the creation of a Diversity Programming Fund, the Douglass Leadership House not being subjected to a renewal process, and Yik Yak not being banned from the University’s Wi-Fi. President Seligman entertained and answered questions from students.

- Other items?

Posse Plus Retreat (Feb. 5-7) - This weekend-long event, held at the Beaver Hollow Conference Center, is an opportunity for students, faculty, and staff to come together to engage in dialogue about a critical social or political issue. This year's topic is "Stick+Stones: Language and Speech in a Diverse Society." The Posse Plus Retreat is a chance to participate in an important national conversation happening across many college communities. Current Posse Scholars gave out invitations to members of the University of Rochester community. They are currently filled to capacity and look forward to sharing their experiences with others when they return to campus.

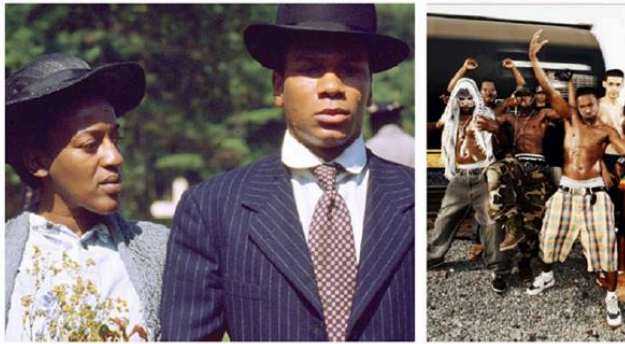
Kudos!

- The **One Community Program** received a **2016 [Presidential Diversity Award](#)**! There will be a celebration scheduled for Feb. 17 from 4:30 – 6 PM in Haven's Lounge, Wilson Commons. Please RSVP by Feb. 3 to Jay Strobeck at bicga@ur.rochester.edu.



Upcoming Events

- Workshop Proposals are due February 3, 2016 and Posters are due March 28, 2016 for the University of Rochester's **7th [Annual Diversity Conference](#)** - **#URDiversity: What do you stand for?** The conference will be held on Friday, April 8, 2016.
- **[Freshman Fellow](#)** and **[D'lion](#)** Applications are out, and are due Friday, Feb. 12th for anyone who is interested in the position.
- **[Facilitator Skill Share Day](#)** - Join the M.K. Gandhi Institute for Nonviolence, Paul J. Burgett Intercultural Center, and the Students Association Government for some useful tips on how to facilitate difficult or uncomfortable conversations. There is free breakfast and lunch, but registration is required: <http://bit.ly/1SZKIN7>
- **[Communal Principles Project](#)** Deadline is Feb. 22. This project aims to promote the communal principles of fairness, freedom, honesty, inclusion, respect, and responsibility. Students are invited to apply for mini grants to develop a program or activity that exemplifies the spirit and purpose of this year's communal principle of Fairness.
- The **[Martin Luther King Jr. Commemorative Address](#)**, originally scheduled for Saturday, January 23, has been rescheduled for 6 p.m. Monday, February 29, in the Larry and Cindy Bloch Alumni and Advancement Center Auditorium, 300 East River Road.



FDI/AAS Spring Film Series

Black Lives Scatter:
Movement, Aesthetics, Relations

January 27	Good Hair
February 17	Go Tell It on the Mountain
March 23	Beasts of the Southern Wild
April 6	Rize

Wednesdays, 5:00-7:30pm
Morey 321
Refreshments served

The FDI Film Series is curated by postdoctoral fellows Samira Abdur-Rahman and Kate Manier. For more information, please contact the Frederick Douglass Institute for African and African-American Studies at (585) 276-5744 or fdi@rochester.edu.

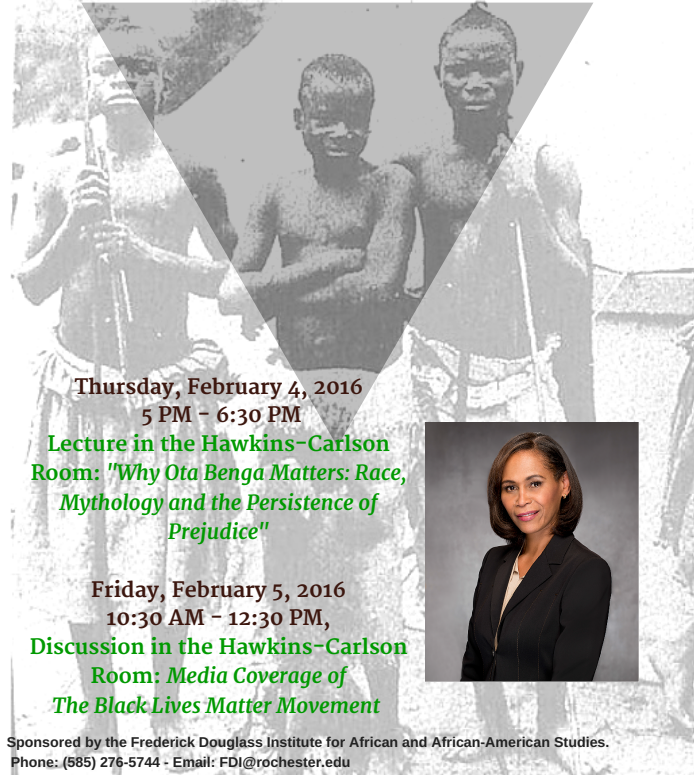


Frederick Douglass Institute Speaker Series
Presents:



Pamela NewKirk

Pulitzer Prize winning author of "Spectacle:
The Astonishing Life of Ota Benga"



Thursday, February 4, 2016
5 PM - 6:30 PM

Lecture in the Hawkins-Carlson
Room: *"Why Ota Benga Matters: Race,
Mythology and the Persistence of
Prejudice"*

Friday, February 5, 2016
10:30 AM - 12:30 PM,

Discussion in the Hawkins-Carlson
Room: *Media Coverage of
The Black Lives Matter Movement*



Sponsored by the Frederick Douglass Institute for African and African-American Studies.
Phone: (585) 276-5744 - Email: FDI@rochester.edu

Missed a CDR meeting?

Check out the [College Diversity Roundtable](#) website for past meeting minutes, information on the Campus Climate Survey, and information about upcoming meetings.

Next CDR Meetings

- Tuesday, March 1 – Stackel Room, 4:30 PM – 6:00 PM
- Tuesday, April 5 – Stackel Room, 4:30 PM – 6:00 PM

FACILITATOR SKILL SHARE DAY

“Are you interested in learning how to facilitate *difficult* or *uncomfortable* conversations?”

**February 13, 2016: 9:30am-2pm,
Interfaith Chapel- River Level**

***Free breakfast & lunch**

RSVP: <http://bit.ly/1SZKIN7>

Albert Dickerson (National Coalition Building Institute of Rochester)



Albert Dickerson is active in community engagement initiatives throughout Rochester. He is a facilitator leader in the Alternatives to Violence and Landing Strip Programs (AVP), and a member of NCBI Rochester. Al also volunteers at Rochester Community Bikes. What attracts Albert to these particular organizations is that they empower people and serve the community as a whole.

Kristin Hocker (University of Rochester Leadership and Diversity Trainer)

Kristin Hocker is an Organizational Development Specialist in the Human Resources Department at the University of Rochester and holds a doctorate in Education from the Warner School. Among the variety of training and professional development she conducts for the institution, she serves as the coordinator of U of R's Safe Space program. In her work, Kristin has a passion championing the institution's diversity efforts that encourage inclusion as a practice to ensure that all stakeholders feel welcomed, supported, and valued for the contributions.



Malik Thompson (M.K. Gandhi Institute for Nonviolence)

Malik is a twenty year-old gender/queer person. They hail from DC and is overjoyed to join the Gandhi Institute and larger Rochester community. Currently, Malik works at Wilson High School, supporting the school's restorative initiatives by mediating conflicts and helping students navigate personal/interpersonal conflicts. Malik enjoys reading, writing, taking photographs, finding holistic ways to tend to their body, and solitude.



Shannon Richmond (M.K. Gandhi Institute for Nonviolence)



Shannon Richmond currently serves as the Associate Director at the M.K. Gandhi Institute for Nonviolence. Studying the South African Truth and Reconciliation Commission in Durban, South Africa, sparked her interest in Restorative Justice and led her to the Gandhi Institute in 2010. Since 2007, Shannon has facilitated Alternatives to Violence Project workshops in prisons and the community. She is also brings experience facilitating Peace Circles, Community Conferencing, Restorative Circles, and the Work That Reconnects. In the in-between moments, she enjoys contemplating paradoxes, creating art and music, and dancing in the kitchen.

Steve Jarose (National Coalition Building Institute of Rochester)

Steve Jarose is the chapter director for the Upstate NY (Rochester) Chapter of the National Coalition Building Institute (NCBI), a position he has held for 13 years. He has worked with groups for more than 30 years, specializing in organizational assessment, team building, conflict resolution, and issues of inclusion and cultural competence. He enjoys people and the teaching-learning process in his passion for lifelong learning. Steve is an Interfaith Minister and supports numerous community-wide social action and racial justice initiatives.



achieve more
TOGETHER

fairness

COMMUNAL PRINCIPLES PROJECT

rochester.edu/college/dos/communalprinciples