

College Diversity Roundtable Meeting

September 6, 2017

401 Douglass Commons

5:00 PM – 6:00 PM

Attendees (listed in alpha order): Jon Burdick, Norman Burnett, Matthew Burns, Lydia Crews, Claudia De Leon, Robert De Leon, Casey Dowling, Jasmin Edjang, Emerson Finkle, Aleem Griffiths, Jessica Guzman-Rea (Chair), Heidi Kozireski, Marcy Kraus, Amy Lerner, Delvin Moody, Beth Olivares, Terry Platt, Anthony Plonczynski-Figuaroa, Raul Ramirez, Jeffrey Runner, Ronke L. Tapp, Nathan Tosh, and Denise Yarbrough.

Agenda Items:

- Brief Introductions
- 2016-2017 Bias-Related Incident Report Update

We are currently working on a flow chart to graphically depict the number of Bias-Related Incident Reports submitted, data will be included that shows if a student, faculty, or staff member were involved and actions taken. Once these are finalized, we will send the flow chart to members of the College Diversity Roundtable for feedback prior to publishing them in the *Campus Times*, @Rochester, and Read This.

Here are the statistics from last year:

2016-2017 Academic Year	# of Bias-Related Incidents	# of Bias-Related Reports Submitted
Fall 2016	32	93
Spring 2017	20	39
Summer 2017	4	4
Total	56	136

Motivation of Incidents	# of Incidents
Race/Ethnicity	24
Religion/Creed	9
Political Beliefs	6
Other (not listed)	4
Gender	3
Retaliation	2
Sexual Orientation	2
Age	2
Disability	2
Gender Identity or Expression	1
National Origin	1

Location of Incidents	# of Incidents
Digital Land (emails, texts, etc.)	20
Residential Hall	14
Academic Building	8
Other (not listed)	7
Athletic Facilities/Fields	2
Student Life Space	2
River Campus Grounds	2
Off Campus	1

ACTION ITEM: Jessica Guzman-Rea to send draft of Bias-Related Incident Flow Chart to CDR List serve for review and feedback.

- "We're Better Than That" - The University's Anti-Racism Campaign Update

Started in 2015, generated from the student protest to deal with hate speech. No longer a programming group during anytime besides Orientation and March 21st. Developing training materials and bystander intervention for student employment via Blackboard, should be in place this academic year. Anti-racism trainings have been developed. The WBTT Committee will be meeting in the next few weeks. It is now a University-wide campaign. There will be a student panel event held during Meliora weekend to talk about initiative. (Report summary on page 8.)

In June, A Comprehensive Review of Student Experiences of Racial and Ethnic Diversity within the College was published by Dean Feldman in AS&E. Some recommendations that came out of the report asked that all employees in AS&E be required to participate in bias training. For more information, please read the full report here:

<http://www.rochester.edu/college/academics/assets/pdf/College-Student-Diversity-Report.pdf>

Question: Can we or have we thought about expanding the campaign to other universities and campuses?

ACTION ITEM: Matthew Burns to follow up with local universities to see if they have similar initiatives and if not, would they be able to adopt it?

- Check-in after Charlottesville, VA: Discussion around hate speech and White supremacy

Conversation held regarding the policy about confederate flags, or other symbols of hatred. Has to meet the requirement for harassment and hatred. Ability to question why they are hung if it does not cross the line. "Meet Speech with Speech." Clear on policy with harassment, needs expanding if it doesn't cross the level of hate intended, but hurts individuals. University can also state that they are against what a student stands for even if it does not cross harassment lines.

On September 21st, CCAS is having a program where it would be helpful to remind students about the CARE Network and the Bias-Related Incident Report.

ACTION ITEM: Jessica Guzman-Rea to reach out to Eleanor Oi about tabling at the event.

Dr. Ronke Lattimore Tapp asked that when developing academic programs about how to deal with Charlottesville issues, to please reach out to UCC and include the psychological approach to assist.

Plan for demanding teach-ins in terms where an incident might have the possibility to cease normal operations. Communication needs to include faculty, so they can think in advance. Suggestion to include faculty and a student in small group meetings when making specific

decisions. Maybe not for Bias-Related Incident reports, but when issues arise. Current policy about protests on campus is being reviewed.

ACTION ITEM: Jessica Guzman-Rea to follow up with initiating two programs:

- Panel discussion about statues, buildings, street names, etc. that have racist connotations. Diverse faculty perspectives will be essential to having a conversation.
- What is the role of the University in responding to outside incidents or events? What can the University do?

9/11 Candlelight Memorial

A 9/11 candlelight memorial service and moment of silence for the individuals who lost their life; the families who lost their loved ones, and the residents who face trauma due to this terror attack on September 11, 2001. In addition, grievances to the individuals in Charlottesville, VA due to a terror attack. Lastly, show support to the citizens of Houston, TX suffering due to a natural disaster.

This candlelight vigil and moment of silence is to bring the University of Rochester community together and show our support and grievances. Pay respect to the students that go to University of Rochester, and show that we are a lending hand. Show that #WeAreBetterThanThat at the University of Rochester, and show that our hearts and prayers are with these families.

https://www.facebook.com/events/1099821626820514/?acontext=%7B%22ref%22%3A%22%22%2C%22feed_story_type%22%3A%22%22%2C%22action_history%22%3A%22null%22%7D&pnref=story

- The fate of DACA (Deferred Action for Childhood Arrivals)

Resources Following Announcement to Rescind DACA

On September 5th, the US Department of Homeland Security issued a memorandum to rescind and phase out the Deferred Action for Childhood Arrivals (DACA) program by March 2018. The International Services Office has prepared an Immigration Action Summary regarding this administrative measure (as seen on page 9).

The ISO will also host an information session on Friday afternoon for impacted UR community members: September 8th, 3:30pm, Bausch & Lomb 106. For other resources and to submit any questions or concerns, please see the Recent Immigration Actions & Policies page: <http://www.iso.rochester.edu/immigration/actions.html>

Undocumented/DACA Support Committee worked on a website where Individuals and offices are listed for student support. <http://www.rochester.edu/college/bic/international-students.html>

U of R has a history of helping students affected. Cary Jensen is available if students have legal questions.

Check-in tonight 7:00 PM for DACA students. Information on what happens further down the line in terms of DACA. Answers questions students may have. Can the university support recently graduated students in respect to DACA? University isn't a declared sanctuary campus but have resources to Lawyers within the community if needed (See flyer on page 6). Discussion and questions about the process of making U of R a sanctuary campus. It makes the campus a target and could strip federal funding. What about bringing in other groups or organizations, such as PLUMAS? They're a group that's dedicated to educating Latinx, and immigration issues. Creates events and gets immigration lawyers to come to campus for questions. Perhaps we can add a chapter on campus and help to mobilize students? Reaffirm what the university can do for students, as students don't know what the university can really do to support students.

Claudia De Leon asked folks to please make an effort to attend student programs and events and to know that students live on campus and that their livelihoods exist outside of the hours of 9 AM - 5 PM.

ACTION ITEM: Cary Jensen (informed after CDR Meeting) about inviting alumni to campus for a program.

- Arming of Public Safety Officers Update

Discussion and Questions: Do we know if public safety has a plan for issues if it ceases operation. Are they carrying bullets in their gun? or beanbags instead? Current understanding: not to bring guns onto campus. Supervisor responsible could respond to life threatening situations. Future meeting to include (chief, deputy chief) to answer questions. Current amendment permits "armed Public Safety supervisors—nine sergeants, six lieutenants, and one captain—to respond as needed to incidents on any campus that may require a possible life-saving action or emergency response." For more information, please see this article: <http://www.rochester.edu/newscenter/public-safety-review-board-recommends-policy-change-supervisor-response-abilities/>

Other Items:

- Meliora Weekend – Oct. 12-15: <https://www.rochester.edu/melioraweekend/>
- Multicultural Visitation Program (MVP) Weekend – Nov. 9-Nov. 11
<https://enrollment.rochester.edu/mvp/>
University of Rochester's Multicultural Visitation Program (MVP) brings together high school seniors from diverse backgrounds and allows them to experience Rochester on a more personal level. Admission to MVP is a competitive process that will consider your academic and personal qualities.

ACTION ITEM: Jon Burdick to include MVP alumni, MSAB, and DLH in the upcoming program.

- *Kudos to another excellent Orientation including One Community & Celebrate Diversity!*

Please save the dates for the 2017-2018 CDR Meetings:

- October 18
- November 15
- February 7
- March 7
- April 4

All meetings occur on Wednesdays from 5-6 PM in 401 Douglass Commons.

Upcoming Deadlines & Available Funding for Students and Student Organizations

Communal Principles Project/One Community Programming Fund Deadlines

- Sept. 11
- Oct. 16
- Nov. 13
- Jan. 22
- Feb. 19
- Mar. 19

Communal Principles Project

Do you have an idea for a project that aims to promote this year's Communal Principle of Respect? 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!

<http://www.rochester.edu/college/odos/communalprinciples/cpp.html>

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 Mini Grants up to \$1,000 and Standard Grants up to \$5,000.

<http://www.rochester.edu/college/bic/one-community/funding.html>



Join UR DREAMers for A DACA Check-In

Join us as we come together to discuss the
Presidential decision that will be made about the
DACA program and how we will move forward

Paul J. Burgett Intercultural Center
Douglass Commons 305
Wednesday September 6th, 2017
7:00-8:00pm

Prayer Circle for Puerto
Rico and the Caribbean Islands
affected by **Hurricane Irma**

Interfaith Chapel Sanctuary
tonight Sept 6 at 7:30 pm

**SEPTEMBER
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welcome **BACK** to the **CAMPUS CENTER**

FREE FOOD • GIVEAWAYS • FUN!

10am-6pm EVERYDAY Poster Sale

Wilson Commons Porch

SUNDAY 9/3

- 12-3pm** **Bubble Bowl**
Wilson Quad
- 12-2pm** **Free Fresh Juice Samples**
Grab&Go, Douglass Commons

MONDAY 9/4

- 10pm-Midnight** **Free Pool & Popcorn**
Rocky's Sub Shop & Lounge, Wilson Commons
- 8-10pm** **Guided Meditation with Satsang**
Douglass Meditation Room, Douglass Commons

TUESDAY 9/5

- All Day** **"Find Rocky" Social Media Scavenger Hunt – @wilsoncommons**
- 3-5pm** **Community Kitchen Open House & Cooking Demo**
Douglass Community Kitchen, Douglass Commons

WEDNESDAY 9/6

- 11:30am-1:30pm** **Dining Vendor Fair**
Hirst Lounge, Wilson Commons
- 2-3pm** **Write an Email in a Foreign Language**
Language Center, Douglass Commons
- 6-8pm** **Rocky Auditions**
May Room, Wilson Commons
- 7-9pm** **Free Fudge Samples & Candy Giveaway**
Common Market, Wilson Commons

THURSDAY 9/7

- 11:30am-1:30pm** **Slime Time**
Paul J. Burgett Intercultural Center, Douglass Commons
- 4-5pm** **Community Kitchen Training**
Douglass Community Kitchen, Douglass Commons
- 4-7pm** **"Aromatic Landscapes: Unseen Terrain" Artist Talk & Opening Reception**
Hartnett Gallery, Wilson Commons
- 9-10pm** **UR Stand Up**
Rocky's Sub Shop & Lounge, Wilson Commons
- 10pm-Midnight** **Trivia @ Late Night**
Genesee Room, Douglass Commons

FRIDAY 9/8

- 10-11am** **Community Kitchen Training**
Douglass Community Kitchen, Douglass Commons
- 12:30-2:30pm** **Fall Catering & Event Planning Expo**
Hirst Lounge, Wilson Commons
- 3:30-5pm** **Club Rochester**
Feldman Ballroom, Douglass Commons
- 10pm-1am** **UR Late Night Capture the Flag**
Wilson Quad



Sponsored by Wilson Commons Student Activities, Paul J. Burgett Intercultural Center, Language Center, Dining Services, & UR Late Night

We're Better Than THAT update June 16, 2017

Norman Burnett & Beth Olivares, committee co-chairs

Mission:

We aspire to create and sustain a community whose members are equally valued and respected, acknowledging that racism and hate speech have no place at the University of Rochester. By learning ways to react when we offend others or are offended by them, or when we are a witness to an ugly comment or conversation, we can acknowledge and act on our shared responsibility to improve our community.

The "We're Better Than THAT" (WBTT) committee began its work in December 2015, with efforts in the College and ESM. In the past 18 months we have accomplished much, including the creation of the logo; a student video contest; involvement in student orientation and other programming; and the on-going development and implementation of anti-racism training for students, faculty and staff.

Moving into 2017-2018, "We're Better Than THAT" in the College and at Eastman will include:

- Involvement in student orientation, and First Year Experience
- Programming on the UN International Day for the Elimination of Racial Discrimination (every March 21)
- Implementation of anti-racism training modules for student employees
- Implementation of anti-racism and creating inclusive environment workshops for staff, students and faculty
- On-going committee with focus on training and branding, with staff and students from groups who led protest as consistent members

The campaign has caught on with a wide variety of university constituencies. In addition to the departments and programs in AS&E and ESM, over 15 units from Central Administration, SON, Simon and SMD have participated in events or shown support through the wearing of WBTT t-shirts or displaying the stickers.

The next step is for the campaign to become university-wide by:

- Having events on the topic of race in other units branded with WBTT logo
- Utilizing OFDD, PDC, PDCIC, new diversity website, FDOs, diversity committee, Alumni Diversity Council and annual diversity conference
- Locating the mark in publications, with rules for use (like other UR logos)

Action item:

- Request that President Seligman support the campaign by asking that deans, university leaders, and PDC members have their units:
 1. utilize the logo for events that are already occurring, and
 2. encourage the replication of College and ESM trainings or events, and/or the creation of additional anti-racism work in other schools and units.



Immigration Action Summary:

Memo to rescind Deferred Action for Childhood Arrivals (DACA) program

On September 5, 2017, President Trump issued a statement regarding plans to rescind the Obama Administration program known as Deferred Action for Childhood Arrivals, or DACA. This action is formalized in a memorandum, published the same date, from the Department of Homeland Security (DHS) entitled [Rescission of the June 15, 2012 Memorandum Entitled "Exercising Prosecutorial Discretion with Respect to Individuals Who Came to the United States as Children"](#). The purpose of the memo is to instruct various government agencies about the rationale, mechanisms, and timeline associated with discontinuing the DACA program. The main provisions of the memo and related guidance are summarized below.

Background Information

Under direction of President Obama, the Department of Homeland Security had issued the [previous memorandum](#) on June 15, 2012. This memo instructed US Citizenship and Immigration Services (USCIS) to develop a process to identify individuals under established criteria who would be deemed eligible for deferred removal action based on their undocumented status. In August 2012, USCIS began accepting applications for DACA. To date, approval has included deferred action for a period of two years, eligibility for work authorization, and the option to apply for specific travel permissions. Recipients have been able to renew this designation, subject to approval. DACA eligibility criteria include:

- Arrival to the US prior to applicant's 16th birthday and under age 31 as of June 15, 2012 (born after 6/15/1981)
- Present in the US without lawful status as of June 15, 2012 and continuous presence since June 15, 2007
- Enrollment in school, completion of high school or GED, or honorable discharge from US armed forces
- No threat to national security or public safety; No conviction of a felony, serious misdemeanor, or 3 other offenses

Action to rescind & phase out DACA

Recently, legal challenges have been threatened against the Deferred Action for Childhood Arrivals program, based on a lack of Congressional approval and implementation under administrative action only. In addition to rescinding the June 2012 memo, the Trump Administration intends to phase out the program over 6 months. Specifically, DACA will remain operational until March 5, 2018, to allow Congress to pursue legislation that could replace the DACA program during that timeframe. The following provisions will apply to new initial or renewal applications filed prior to March 2018:

- Individuals already approved for DACA will retain their current permissions throughout their authorization period. Previously filed and pending renewal applications will continue to be processed. For recipients whose benefits expire between September 5th 2017 and March 5th 2018, USCIS will accept and process renewal applications filed prior to October 5, 2017. Current eligibility criteria remain in place.
- USCIS will no longer accept initial requests for DACA from individuals who had not previously secured or applied for DACA approval. Applications received on or prior to September 5th will continue to be processed. Applications received after this date will be rejected and relevant filing fees will be returned.
- Following the expiration of their approved benefits, DACA recipients will no longer be subject to deferred removal action; there is no grace period following the expiration of an individual's DACA benefits. However, DHS indicates that information will not be proactively shared between its agencies (USCIS, Immigration and Customs Enforcement, or Customs and Border Protection) for removal purposes.
- USCIS will no longer approve any new applications for advance parole travel permissions under DACA standards. DHS indicates that travel permissions already approved may continue to be valid, but cautions that agencies retain the ability to deny admissibility at a US border and/or to revoke advance parole, as deemed appropriate. Petitions currently pending will be administratively closed and relevant filing fees will be returned.

Resources for DACA recipients

Consideration for DACA: www.uscis.gov/humanitarian/consideration-deferred-action-childhood-arrivals-daca

FAQs: www.dhs.gov/news/2017/09/05/frequently-asked-questions-rescission-deferred-action-childhood-arrivals-daca

ISO resources on recent Immigration Actions & Policies: www.iso.rochester.edu/immigration/actions.html