

College Diversity Roundtable Meeting Minutes

October 27, 2023

12:00 – 1:00 PM

401 Douglass Commons & <https://rochester.zoom.us/j/98161688150>

Attendees

Jessica Guzman-Rea (chair), Denise Yarbrough, Nick Morales, Ronke Lattimore Tapp, Ann-Marie Algier, Joy Getnick, Mary Mendez, Katie Gregory, Katie Ferruzza, Molly Murray, LuYi Han, Kareen Diveny, Desire Ojuri, Winfred Lin, Aliza Lopez, Nichole Taylor, Darnell King, Jr, Raquel Williams, Hanadi Tajir, Kayla Dengler, Amanda Lee, & Hannah Witkin

Mission

The College Diversity Roundtable (CDR) Committee is charged with establishing an educational forum/exchange by which diversity, in all its complexity and multi-faceted dimensions, can be supported and affirmed. The Committee consists of students, faculty, and staff. Faculty are appointed by the Dean of the College.

Agenda Items

Response to Anti-Black Vandalism on Campus

Brief overview of the incidents that occurred at the Simon School of Business. University-wide [statement](#) was sent from the Office of Equity & Inclusion and signed by all of the DEIJ Deans and Directors.

Ronke mentioned that the University Counseling Center is available to offer support for all situations that may occur that impacts students. Sometimes UCC is not part of the high-level conversations, but that they are always available as a resource.

Members of the Black Students Union had been impacted and were waiting for a message to go out to the community. Overall, they were okay with the message that went out. Ann-Marie Algier mentioned that employees who responded to the incidents at Simon were also greatly impacted.

Joy stated that similar isolated incidents had occurred involving a swastika at the Eastman School of Music and there was never a university-wide communication that went out to inform the community.

Question – Was there a wider campus discussion before Alliance for Diversity in Science and Engineering (ADSE) sent a public email to Nathan Smith, new Associate Dean for Equity and Inclusion at URM?

Suggestions to have a guideline or policy that describes what the communications protocol is when these incidents are school specific and/or impact the greater community. There is a call for more consistency in sending out these types of messages.

Action Item: Jessica to raise these concerns to the Office of Equity & Inclusion and the Office of Communications.

Supporting Students During Times of Crisis and Wars

Briefly described the two [messages](#) that were sent out from the President's Office.

Question regarding the Public Safety presence at the MSA event that was held last Friday. Ann-Marie Algier mentioned that during these high-tension events, there should have been more communication with students to make them aware that there would be Public Safety presence in plain clothes monitoring the events. Especially when they have seen incidents occur at other Universities.

Suggestion to have mindfulness of who is planning the event and if the folks are members of minoritized and racialized communities – the presence of even plain clothed Public Safety Officers, sends a negative message.

Action Item: [The Guidelines for Free Speech and Peaceful Protests](#) was suggested to review.

Transfer Student Experience & Support

Nichole and Hanadi both introduced themselves and informed the group that they did not find Welcome Week and Orientation to be Transfer Student Friendly. These two upper-class students found themselves without anyone to help them move in and it wasn't until the Transfer Student Organization sponsored a dinner, they didn't know who the other transfer students were.

Suggestions to create a Transfer Collective within Meliora Collective to have a mentoring program and to connect transfer students with each other and alumni.

Action Item: The Orientation Office will be having Transfer Student Focus Groups to seek more feedback. The Office of the Dean of Students will work with Student Activities and the Gwen M. Greene Center to make sure their events are more Transfer Student friendly.

Current Issues

SA Government is working on a several initiatives:

1. Working closely with the Office of Equity & Inclusion on respecting cultural holidays and reviewing the course syllabus and exam schedules.
2. Working closely with Facilities on accessibility with adding a ramp to the Eastman Quad and Chem Lab doors by reducing the pull pressure.
3. Working with UHS on multi-colored skin toned bandages have been ordered.

All meeting minutes are available on the following [website](#).

Announcements

- Oct. 27 - [Club Rochester](#) from 3:30 to 5 p.m. in the Feldman Ballroom as part of its "Know UR Rights" campaign. Meet, network, and ask questions of representatives from departments across campus who want you to know the rights and resources available. Food and drinks will be provided. The bar is available to those age 21 and over.

- Nov. 4 - **Interfaith Banquet** – Exploring AI and Religion. Free dinner!
- Nov. 9 & 10 - **Multicultural Visitation Program** hosted by the Office of Admissions
- Nov. 17 – Deadline for the Office of Equity & Inclusion's **Presidential Stronger as One Diversity Awards 2024** nominations!
 - The awards recognize those who have supported the [five institutional equity, diversity, and inclusion priorities](#) and have helped create a welcoming and inclusive environment at the University and in the Rochester community.
 - The nomination categories include faculty, staff, students, members of the Board of Trustees, and Rochester community organizations.
 - Please go to this [website](#) for additional information and to submit a nomination.

Fall 2023 Meeting Times

November 10 from 12-1 PM – Hybrid 401 Douglass Commons & Zoom

Upcoming Deadlines

November 8 - One Community and Meliora Vision & Value Mini Grants Deadlines:

STUDENTS - DO YOU NEED ADDITIONAL FUNDING FOR YOUR DIVERSITY, EQUITY, AND INCLUSION EVENT?



One Community Grant

The One Community grant 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.



Meliora Vision & Values Grant

Students are invited to apply for a mini grant to develop a program or activity that exemplifies the University's Meliora Vision & Value to our community. This year's highlighted value is Respect! Grants will be awarded in the amount of \$200.

Please check out this [website](#) for more information.



THE PAUL J. BURGETT INTERCULTURAL CENTER PRESENTS
 THE LORRI L. JEAN & DARREL CUMMINGS


LGBTQ+ LEADERSHIP LECTURE AND DINNER

Join us for a talk on queer leadership and advocacy. Free dinner catered by *Selena's Mexican Restaurant*.


NOVEMBER 7, 2023
7:30PM - 8:30PM

FELDMAN BALLROOM,
 FREDERICK DOUGLASS COMMONS,
 UNIVERSITY OF ROCHESTER

REGISTRATION REQUIRED:



SCAN HERE OR VISIT
<https://tinyurl.com/PHIL-WILSON>



Featuring: **Phill Wilson**
 Founder, Black AIDS Institute

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