

## College Diversity Roundtable Meeting Minutes

October 24, 2022

1:30 – 2:30 PM

401 Douglass Commons & via Zoom

### Attendees

*In-Person* – Jessica Guzman-Rea (chair), Jeffrey Runner, Beth Olivares, Matt Burns, Denise Yarbrough, Rhea Bharadwaj, Adrija Bhattacharjee, Epiphany Adams, Casey Dowling, Jeremy Ramos, Justin O'Connor, Jason Nevinger

*Virtual* – Ghislaine Radegonde-Eison, Gloria Culver, Joy Gitnick, Ronke Tapp, Cecilia Barone, Katie Gregory, Maya, Norm Burnett, Molly Murray, Rob Alexander, Chelsea Rodriguez,

### Mission

The College Diversity Roundtable (CDR) Committee, appointed by the Dean of the College, 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.

### Next Fall 2022 Meeting

Monday, November 28 from 1:30 – 2:30 PM in 401 Douglass Commons & Via Zoom

## Agenda Items

### Multicultural Visitation Program Updates (Katia Yagnik)

- MVP is November 10 & 11, 2022
- Received 402 applications from all around the US
- Admitted 65 students
- Currently onboarding hosts – 70 UG's applied to be ambassadors – going through the 19 paperwork & background checks
- Look out for initiations to meet with the prospective students!

### Expanding Cultural Holidays (Adrija Bhattacharjee)

- Robust discussion regarding the updates from our previous discussion about the Lunar New Year Celebration not being recognized. Other examples include Kwanzaa, which is not a religious holiday, but a cultural celebration for Black Americans.
- Are there examples at other Universities or school systems that exist that we can look at for best practices? Suggestion was to look at New York City Public Schools.
- SA approved a resolution last April – see SA Government's "[Resolution to Expand Academic Policies and Recognize a Variety of Cultural Holidays](#)" and Campus Times Article "[Cultural holidays resolution passed by SA](#)"
- Rev. Dr. Denise Yarbrough informed everyone that the Religious Holidays list currently on the Interfaith Chapel [website](#) was amended to include more religious holidays. At the moment, we

can't include cultural celebrations until the President's Office, IOEI, or central administration agree that we can do that. Currently New York State law does not require the UR to do so.

- Denise discussed that she and Noah Pizmony-Levy Drezner (UR Alum) was working on a small committee to make the recommendations that cultural celebrations also be included. It was chaired by the former Vice President and Chief Diversity Officer, Mercedes Ramirez Fernandez, and it seems not to have been followed up on since her departure. Denise is going to follow up with Adrienne Morgan, the current interim VP/CDO.
- Adrija asked if there could be a student representative on the committee and nominated herself.
- Further discussion regarding how to implement the accommodations once it has been approved at the University level.

#### **Student Code of Conduct – Bias, Discrimination, and Harassment Revisions Update** (Dean Matt Burns)

- Discussion regarding slurs, intention vs impact, and the context in which they are used, and in-group speech vs out-group speech.
- Epiphany provided the example of the n-word, which can have both in- and out-group speech.
- Joy mentioned that Antisemitism should not be included in this in-group category and that no one should be immune to consequences of said speech.

#### **University Counseling Center & Identity Based Programing** (Jeremy Ramos & Ronke Tapp)

- List of fall group therapy sessions is available on the UCC [website](#) also see flyers at the end of the minutes for upcoming groups
- Emails can be sent to anyone in UCC if there is a critical incident or event impacting our campus community and there is a desire for a supportive space to process it.
- Also note, many offices and schools also have a liaison at UCC and they can be the first contact for events and programs. The names below are most often contacted for additional emergency/crisis response requests.
  - UCC Outreach Coordinator: Mike Siembo, PhD, [msiembo2@ur.rochester.edu](mailto:msiembo2@ur.rochester.edu)
  - UCC Group Coordinator: Vanessa Peavy, LMSW, [vpeavy2@ur.rochester.edu](mailto:vpeavy2@ur.rochester.edu)
  - UCC Assistant Director of Multiculturalism: Ronke L. Tapp, PhD, [ronke.tapp@rochester.edu](mailto:ronke.tapp@rochester.edu)

#### **Announcements**

The Institutional Office of Equity & Inclusion is honored to announce that the **Presidential Stronger as One Diversity Awards 2023** are now open for 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 <https://www.rochester.edu/diversity/recognition-and-celebration/presidential-stronger-as-one-diversity-awards/> for additional information and to submit a nomination. The deadline is **Nov. 4, 2022**.

**Upcoming Events:**

- The Sex & Chocolate Carnival will be held on Monday, October 31<sup>st</sup> from 2:00 to 4:00 pm in the Hirst Lounge in Wilson Commons
- Please check out the following flyers for other upcoming events...

# Latinx Heritage Month 2022

*José Olivarez*

POET | EDUCATOR | PERFORMER



Keynote Speaker

Wednesday | October 26

6:00 PM - 7:00 PM

Hawkins Carlson Room

Rush Rhees Library

Sponsors: Institutional Office of  
Equity & Inclusion | Spanish and  
Latino Students Association



UNIVERSITY of ROCHESTER

# Jane Comfort and Company's UNVARNISHED AMERICA

WEDNESDAY,  
OCTOBER 26 AT  
8:00 PM

SLOAN  
PERFORMING  
ARTS CENTER

FREE For UR Students  
\$5 Non UR Students  
\$15 General  
Admission

Register Here:

<https://tinyurl.com/jane-comfortandcoUR>

Witness a cross section of this country's recent culture wars, revealing that the true basis of America's greatness lies in its diversity and compassionate view towards those unlike ourselves.

This project is made possible through support from the University of Rochester's Program of Dance and Movement, ArtsCONNECT program of Mid Atlantic Arts with support from the National Endowment for the Arts, and the Humanities Project through the University of Rochester's Humanities Center.





# Women of Color Circle

FRIDAY, OCT. 28  
5 PM  
DLH LOUNGE

*A safe space created for us, by us.  
Come as you are.*

SAIC, SHE'S THE FIRST, AND MSA PRESENT

# MAKING A WOMAN'S WORLD

NOVEMBER 1, 2022  
7PM-8PM  
INTERFAITH CHAPEL,  
BRENNAN ROOM

Talk to a variety of different groups over a free, delicious dinner, on the experience of being a woman in male-dominated fields and religions

THE PAUL J. BURGETT INTERCULTURAL CENTER AT THE UNIVERSITY OF ROCHESTER PRESENTS

## THE LORRI L. JEAN & DARREL CUMMINGS LGBTQ Leadership Lecture

# STARRING

## MATT FOREMAN

Matt Foreman is the Senior Program Director of the LGBT Equality Program at the Evelyn and Walter Haas, Jr. Fund in San Francisco!

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The Haas Jr. Fund has made more than **\$100 million in grants** since 2000 for LGBTQ Equality!

THURSDAY, NOVEMBER 10, 2022  
7:30-8:30PM  
HAWKINS-CARLSON ROOM, RUSH RHEES LIBRARY  
UNIVERSITY OF ROCHESTER

IN-PERSON AND VIA LIVE STREAM  
REGISTER USING THIS QR CODE:

SPONSORED BY THE OSTROW-NEWKIRK LGBTQ FUND

We will have an ASL interpreter. The University of Rochester is committed to providing inclusive experiences and equal access to programs and services. If you anticipate needing any type of accommodation or have questions, please contact the Paul J. Burgett Intercultural Center at 585-275-9678 or bic@rochester.edu. In all situations, a good faith effort (up until the time of the event) will be made to provide accommodations.



UR Veterans Alliance and the Burgett Intercultural Center presents:

# COMM

## Social Hour

**Community of Military Members**  
Veterans, Dependents, Spouses, Siblings, ROTC Students and More!

**Drop in to enjoy refreshments, share experiences and build community**

**Wednesday, November 2 at 6:30 PM**  
**Burgett Intercultural Center (Douglass 305)**

# INTERFAITH THANKSGIVING BANQUET

Saturday 11/12, 6-8pm  
Interfaith Chapel, River Level  
RSVP in CCC

## PRESENTER DR. LISA MILLER ON THE SCIENCE OF SPIRITUALITY

What happens inside our brains during spiritual or religious practice? How does it affect our health?

Author of *The Awakened Brain*  
Professor of Clinical Psychology at Columbia University




# MOSAIC

WEDNESDAYS FROM 4:30P - 6P

A group for BIPOC students

Cultural Reflection  
Personal Growth Support  
Healing Community Compassion


**INTERESTED? CALL UCC @ 585-275-3113**

UNIVERSITY COUNSELING CENTER


# SKILLS GROUP

8 WEEKS  
4 MODULES


Are you struggling with...




**Having Thoughts**



**Having Feelings**



**Having Relationships**



**Having Heart**

**Come learn specific strategies for managing!**

FRIDAYS FROM 1 - 2:30  
INTERESTED? CALL 585 275 3113