

College Diversity Roundtable Meeting Minutes

March 23, 2017
104 Wilson Commons
4:30 PM – 6:00 PM



Attendees (listed in alpha order): Marian Ackun-Farmer, Norman Burnett, Matthew Burns, Lydia Crews, Richard Feldman, Jessica Guzman-Rea (Chair), Heidi Kozireski, Amy Lerner, Delvin Moody, and Ronke L. Tapp.

Agenda

- **Campus Climate Survey Update** (Dean Richard Feldman)

Dean Feldman presented on the Campus Climate Survey that was previously presented to the President's Diversity Council.

There was a 32.54% Response Rate (2,252 students) from the Climate Survey:

- 1,658 College Undergraduate Students
- 342 Arts, Sciences & Engineering Graduate Students
- 159 Eastman School of Music Undergraduate Students
- 93 Eastman School of Music Graduate Students

Please note, more information will be provided in the full report that will be released later this semester!

- **"We're better than THAT!" - Anti-Racism Campaign Update** (Assistant Dean Norman Burnett)

"We're better than THAT!" (WBTT) launched its second annual program this past Tuesday, March 21 in recognition of the United Nation's International Day for the Elimination of Racial Discrimination. Check out the #EliminateRacism #WBTT campaign on social media to see members of our University Community wearing WBTT T-shirts in solidarity. There were about 25 students who attended the Student Panel and Training on Race, facilitated by Dean Beth Olivares and Sasha Eloi.

The attached brochure (page 7) was handed out during the tabling events held at both the Eastman School of Music and the River Campus to promote the work of the WBTT Campaign and also to educate and bring awareness of the Educational Programming and Anti-Racism Training opportunities. Moving forward WBTT hopes to conduct a mandatory in-person training in collaboration with Student Employment. There was a proposal submitted to Jonathan Burdick, Vice Provost for Enrollment Initiatives and Dean of College Admission for review.

There are different ways for members of our community to get involved with the campaign and committee. If you would like to join the WBTT Committee and get involved, please contact Sarah Van Munster at sarah.vanmunster@rochester.edu.

- **Bias-Related Incident Update** (Jessica Guzman-Rea)

Jessica Guzman-Rea shared the 2016 Fall Semester Summary of the Bias-Related Incident Reports. Overall, there were a total of 93 Bias-Related Incident Reports submitted. Multiple reports were submitted for the same incident resulting in 32 total Bias-Related Incidents. Based on the group discussion, there were suggestions regarding how the data should be documented. Revisions will be made prior to distributing the summary report to students, staff, and faculty.

- **Supporting Students Affected by Recent Immigration Actions and Political Climate** (Molly Jolliff)

Email update from Molly Jolliff, Director, International Student Engagement & Associate Director, Center for Advising Services - In the next Read This (arrives Sunday, March 26) will have information for students affected by recent immigration actions and political climate. It will link to a form to collect the students' information so that we can best support/advise them for the summer. It is confidential, it is also not a guarantee of support but it is a great start to getting connected to help.

- **Join CIEE in the Effort to Save ECA Funding** (Heidi Kozireski)

Heidi Kozireski shared information about the “Dear Colleague” Letter initiative from the Council on International Educational Exchange and described the real world impact these cuts would have to University of Rochester students. Specifically, first generation and low income students.

The Trump administration’s FY2018 budget, which was released on March 16, calls for an unprecedented cut of 28 percent to the Department of State. Language in this budget directs a dramatic cut to the Bureau of Educational and Cultural Affairs (ECA), which funds and administers a broad cross section of study abroad programs for Americans and international exchange programs that enable international students and scholars to come to the United States.

If enacted into law by Congress, these cuts would result in the following:

- significant reductions to the Fulbright Program;
- the elimination of the Gilman Program, which supports Pell-eligible college students to study abroad;
- the elimination of Critical Language Scholarships, which support Americans to learn critical languages overseas;
- the elimination of the EducationUSA program, which promotes the American higher education system to foreign students through over 300 centers around the world;
- the elimination of countless other programs that our higher education community values so greatly.
- In addition, these cuts would significantly harm our nation’s public diplomacy efforts and, ultimately, our national security and economy.

We need to support our friend, Congressman Hank Johnson, who is collecting signatures on a letter to the House State, Foreign Operations Appropriations Subcommittees in support of exchange program funding. This letter calls for the highest possible funding level for exchange programs in FY2018. **The deadline for members of Congress to join the “Dear Colleague” letter is Wednesday, March 22.**

The Alliance for International Exchange has organized a letter-writing campaign that makes it very easy for you to write your representative. [Access a prewritten letter](#) that you can customize if you would like. It only takes a minute or two to send this letter to your representative in Congress. Adding your voice to this effort will truly make a difference. Thank you for taking action today.

<http://cqrengage.com/alliance-exchange/app/write-a-letter?1&engagementId=315073>

Last CDR Meeting

- Thursday, April 6 - 401 Douglass Commons, 4:30 PM - 6:00 PM

Upcoming Events

- **UndocuAlly Training for Students** – Saturday, March 25 from 2 - 4:30 PM in Friel Lounge, Susan B. Anthony Residential Hall. *Free pizza will be provided.*

UR DREAMers, an intersectional discussion group under the Paul J. Burgett Intercultural Center presents an UndocuAlly Training for students by students to bring awareness and education about the personal lived experiences of undocumented students on campus. Participants will engage in discussions, hands-on activities, and listen to personal stories from their peers.

Co-sponsored by Paul J. Burgett Intercultural Center, Refugee Student Alliance, Students Helping Honduras, Asian American Alliance, and Students Association for Interfaith Cooperation.

A Conversation on Race: A Process of Discovery

Join your fellow students and other members of the Rochester community in an open dialogue about race and its impact on all of us.

Monday, March 27

7:00-9:00pm

Paul J. Burgett Intercultural Center, 305 Douglass Commons

****Pizza provided!**



- **Seeking Panelists and Peer Facilitators for the One Community program!**

The One Community program provides first year students with the opportunity to examine the layers of their identities, hear the narratives of members of our campus community, and be exposed to tools for addressing feelings that may arise from difficult conversations on race, ethnicity, class, ability, gender, sexual orientation, religion, and other dimensions of identity.

The Paul J. Burgett Intercultural Center is currently seeking nominations for undergraduate students to serve as panelists and peer facilitators for the upcoming One Community program held during the Fall 2017 Orientation.

- [Panelist Applications](#) due Monday, April 3, 2017
- [Peer Facilitator Applications](#) due Thursday, April 20, 2017

To learn more about the One Community program, check out our [website](#). For more information, please email bicga@ur.rochester.edu.



• **Seeking Volunteers for ¡Soy Única! ¡Soy Latina! Rally**

The ¡Soy Única! ¡Soy Latina! Rally will take place on Saturday, April 1 from 8 AM - 2 PM in Douglass Commons at the University of Rochester. Please see the attached flyer for more information and contact Frederique Thomas at susrochester@gmail.com if you are interested in volunteering.

Latinas Unidas Presents

¡Soy Única! 15 ¡Soy Latina!

QUINCEAÑERO

Celebrating the Rally's 15th Anniversary
Saturday April 1st, 2017
Frederick Douglass Building
University of Rochester

Rosalva Rosado
New York State Secretary of State
MADRINA

Jackie Ortiz
Rochester City Council
MISTRESS OF CEREMONY

Civic Engagement: Latinas and Community Service
Giving Back and Making a Difference

¡Sí Se Puede! Join us as we celebrate Latina girls empowerment!

- * Breakfast & Lunch
- * Door Prizes & Raffles
- * Workshops
- * Fashion Show
- * Exhibits/Agency Booths
- * Workshops for Parents
- * T-shirt & Goodie Bag

**LIMITED SEATS
 REGISTRATION
 REQUIRED**

The ¡Soy Única! ¡Soy Latina! Rally is a free Latinas Unidas event for girls ages 7-18. Girls under 13 need to be accompanied by an adult.

SUSAN B. ANTHONY CENTER
Translating research into policy

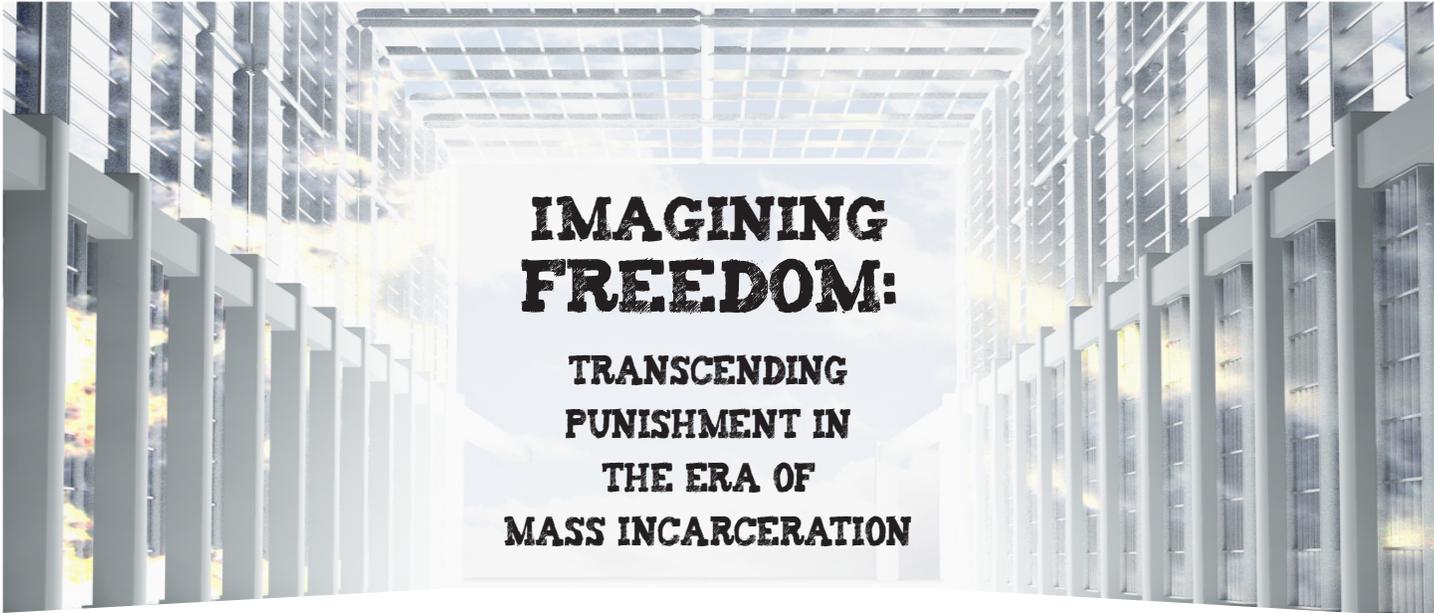
LATINAS UNIDAS
 Supporting Latina Women
 Apoyando a Mujeres Latinas

UNIVERSITY of ROCHESTER

Paul J. Burgett Intercultural Center
 City of Rochester, NY
 Jane's Fashions BRIDAL & QUINCEAÑERA
 ROCHESTER PUBLIC SCHOOLS

R-centers
 Rochester Community Centers

More information and online registration: LatinasUnidas.org/rally-2017



**IMAGINING
FREEDOM:
TRANSCENDING
PUNISHMENT IN
THE ERA OF
MASS INCARCERATION**

**Interfaith Banquet – April 1, 2017
Interfaith Chapel, River Level, 6-8 PM.**

Come hear Mariame Kaba speak about the current challenges in our country with respect to our criminal justice and mass incarceration system and enjoy dialogue and conversation over dinner about this important issue.

Prisons are not ‘broken’ nor are they rehabilitative. Prisons exist to punish and control. They were never built to end systemic racism, sexism, transphobia, homophobia, classism, ableism, or xenophobia. In fact, they exist to reinforce and reproduce these systems of oppression that perpetuate the violence we experience.

Through Project NIA and other organizations, Mariame Kaba has been creating and lifting up solutions to harm that transform it as well as the people affected by the harm. We are part of a movement that is interested in building a world focused on accountability, healing and transformation for all of us. We believe that abolishing the prison industrial complex (PIC) by relying on the practice of transformative justice offers the best opportunity for us to create the world in which we want to live: one without imprisonment, oppressive policing, and state surveillance.



This talk will highlight the ways in which people are organizing to end mass incarceration and mass criminalization and to prevent and respond to violence outside of the punishment paradigm. It will underscore responses that decrease mass criminalization and incarceration.

Mariame Kaba is an organizer, educator and curator. Her work focuses on ending violence, dismantling the prison industrial complex, transformative justice and supporting youth leadership development. She is the author of many articles on criminal justice, abolition, and ending the mass incarceration of minorities in our country. She is a community organizer, an activist and a speaker much in demand, dedicated to working with youth and empowering them for leadership.

**RSVP by March 29, 2017 to urinterfaith@gmail.com.
Kosher and Halal dinner options available upon request.
Specify in your RSVP if you want one of these options.**

Sponsored by The Interfaith Chapel, The Paul J. Burgett Intercultural Center, The Students’ Association for Interfaith Cooperation, The Gandhi Institute for Nonviolence.



UR DREAMers, Refugee Student Alliance, Students Helping Honduras,
Student Association for Interfaith Cooperation, and Asian American Alliance
present



DREAM Week

April 3-7, 2017



04/03

Coffee and Immigration 101

Join us for coffee and a discussion on the truths and myths of the immigrant community and the U.S. immigration system. The discussion will be lead by University of Rochester history Professor Pablo Sierra and members of the UR DREAMers.

Time: 5:30 PM to 7:00 PM

Where: Paul J. Burgett Intercultural Center, 305
Douglass Commons



04/04

Film Screening & Discussion

Join us as we screen a film that follows a group of Syrian refugees as they struggle to navigate the hardships and regulations of a new country while waiting for their asylum status. Film will be followed by a facilitated discussion.

Time: 7:00 PM to 9:00 PM

Where: Dewey 1-101



04/05

Immigration Monologues

Come out and listen to the stories of those who make the U.S. a nation of immigrants. University of Rochester students will share their journey and experiences as immigrants in the United States.

Time: 6:30 PM to 8:00 PM

Where: Friel Lounge, Susan B. Anthony Residential Hall



04/06

Refugee & Immigration Townhall

A forum for local organizations to provide an overview on the refugee and undocumented community in the City of Rochester. Participants will be given tips and strategies on how to advocate and take action locally.

Time: 6:00 PM to 8:00 PM

Where: Morey 321



04/07

UndocuAlly Training

A training designed to give an introduction of the history, legislation, and current realities of the undocumented community. Participants will be given tips on how to become an ally to undocumented students.

Time: 2:00 PM to 4:30 PM

Where: Friel Lounge, Susan B. Anthony Residential Hall



2015 Winter

- Following racist remarks directed at U of R students of color in November, students created a list of demands that included creating an anti-racism campaign
- Subsequently, the committee was created and is chaired by Beth Olivares and Norm Burnett. The committee met for the first time at the end of the fall semester

2016 Spring

- WBTT T-shirts distributed to several departments, both undergrad and grad
- Yik Yak banners created and posted around campus to raise awareness
- Report sent to the Commission on Race and Diversity regarding the campaign's desire to implement trainings, courses, and programming about race
- Recommendation to the dean to create a mandatory course on race and diversity

2017

- First Annual Color Cannot Divide Us Week held in February

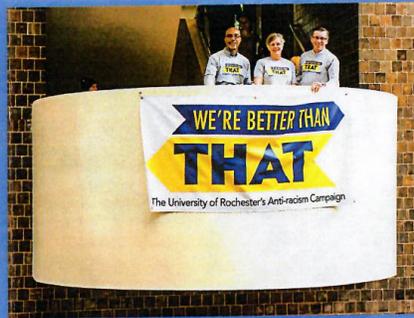
WBTT Timeline

2016 Winter

- A name and logo were chose for the campaign. A video contest was also created to help spread the message of the campaign
- Ifan Bashir's "Mellora" was chosen as the winner of the video contest
- Tabling done at Men's and Women's Basketball game to distribute shirts and raise campaign awareness
- Tabling done at International Day to Eliminate Racial Discrimination on March 21st

2016 Summer

- Remaining swag was given away at summer sessions "Tasty Tuesday" tabling
- Presentation given to Rochester upward bound students
- Campaign featured at One Community
- TED Talk given to incoming first-year students as a preview for one community
- Instagram page created



#EliminateRacism

We're Better Than THAT Chairs:

NORM BURNETT
norman.burnett@rochester.edu

BETH OLIVARES
beth.olivares@rochester.edu



UNIVERSITY of
ROCHESTER

PHOTO: UNIVERSITY OF ROCHESTER COMMUNICATIONS PHOTOGRAPHIC SERVICES

WE'RE BETTER THAN
THAT

THE UNIVERSITY OF ROCHESTER'S
ANTI-RACISM CAMPAIGN



PURPOSE

Racism and hate speech have no place at the University of Rochester. We aspire to be a community whose members are equally valued and respected.

"We're Better Than THAT" places the power and responsibility to shape our community in each of our hands. 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 this shared responsibility.

Throughout this semester and in the future, the "We're Better Than THAT" campaign will educate students, faculty, and staff on ways to approach difficult conversations and divisive topics and to stop hate speech and racism in our community.

rochester.edu/better-than-that

SUBCOMMITTEES

On-Going Educational Programming

Chairs: Meredith Crenca and Bianca DeJesus

- Develop and maintain the interactive WBTT website
- Continue marketing campaign to educate the College and Eastman community about the work of the campaign, and other initiatives to eliminate racism and hate speech
- Freshmen Orientation - develop and implement a new interactive and substantive anti-racism program, starting 2017
- Develop on-going educational programming for students on race - workshops, talks, seminars, film series, speakers, etc.
- Identify high-impact events featuring the campaign each semester
- Ensure that annual diversity conference has sessions specifically for students

Anti-Racism Training

Chairs: Sasha Eloi and Dan Watts

On-going education training and programming for students on race:

- Develop anti-racism educational materials
- Create and implement required web-based anti-racism training for student employees
- Embed these materials in already-established trainings
- Conduct regular dialogues led by trained students and staff

OFFERED TRAININGS

If you would like the "We're Better Than THAT" committee to arrange a training for your group or department please contact either Norm Burnett or Beth Olivares.

Possible trainings include: Implicit Bias Training, One Community style dialogue, or a discussion of the goals of WBTT. The committee is also open to other suggestions for trainings and presentation ideas.

CARE

IMPORTANT CONTACTS

CARE Network
585.275.4085 • CAREnetwork@rochester.edu

College Center for Advising Services
585.275.2354 • cascas@mail.rochester.edu

Interfaith Chapel
585.275.4321 • URInterfaithChapel@rochester.edu

University Health Service
585.275.2662 • health@rochester.edu

University Intercessor
585.275.9125 • I.vanslyke@rochester.edu

Public Safety
585.275.3333 • PublicSafety@rochester.edu

Residential Life
585.275.3166 • housing@reslife.rochester.edu

University Counseling Center
585.275.3113

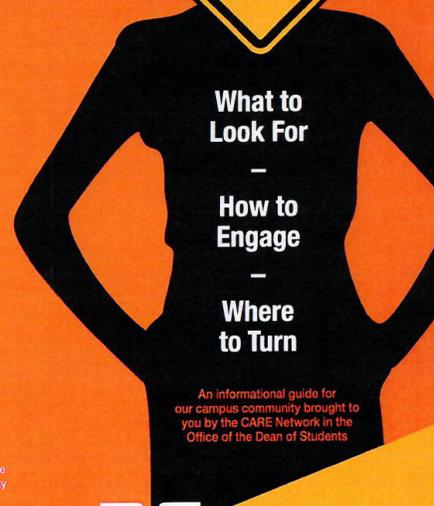
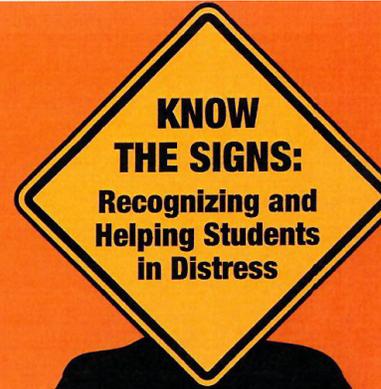
Paul J. Burgett Intercultural Center
585.275.9701 • BIC@rochester.edu

DO YOU HAVE A CONCERN YOU WOULD LIKE TO SHARE WITH THE OFFICE OF THE DEAN OF STUDENTS?

Are you worried about a friend?
Are you feeling stressed and overwhelmed?
Have you experienced or observed a bias-related incident? Are you aware of a natural disaster or humanitarian concern affecting our community?
The Office of the Dean of Students is here to support you and all University of Rochester students who may have concerns.

Students, faculty, and staff are encouraged to submit a referral to The CARE Network if they believe that a student is in or headed towards distress, are aware of an act of discrimination on campus, or have a general concern for a student. The CARE Network provides recommendations to campus and community resources, outlets for safe spaces, and coaches on communication skills to work through difficult discussions and situations.

Our ability to share information is often limited by law and/or policy. We are, however, always willing and able to receive information from faculty and staff members whenever they feel it may be of some importance.



What to Look For

—
How to Engage

—
Where to Turn

An informational guide for our campus community brought to you by the CARE Network in the Office of the Dean of Students

www.rochester.edu/CARE



THE COLLEGE
UNIVERSITY OF ROCHESTER



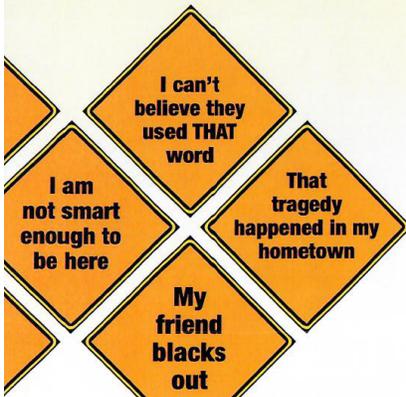
CENTER FOR STUDENT
CONFLICT MANAGEMENT
Office of the Dean of Students
UNIVERSITY OF ROCHESTER

INDIVIDUAL CONCERNS

If you are concerned about an individual student, either yourself or a friend, please fill out an Individual CARE Referral to begin the referral process.

What to look for / when to refer:

- Change in class attendance
- Declining academic performance
- Disengagement or isolation
- Problematic or harmful behavior
- Noticeable change in the student's behavior or appearance
- Receipt of disturbing information
- Signs of self-harm or neglect
- Something just doesn't feel right



BIAS-RELATED CONCERNS

If you know of an incident motivated by age, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, or orientation of a targeted person or group, please fill out the Bias-Related Incident Report.

What to look for / when to report:

- Knowledge that someone acted in a way that targets or offends a member of the UR community
- Feeling a racist or sexist comment was made
- Noticeable oppression
- Any act of intolerance
- Defacement and vandalism
- Racial epithets written on someone's dry-erase board
- Posting or commenting on social media related to someone's identity in a bias matter
- Racially themed parties
- Using a racial, ethnic, or other slur in a joke or to identify someone
- Threats, destruction of personal property, harassment, or threatening telephone calls or electronic mail
- Ridiculing a person's language or accent
- Insulting a person's traditional manner of dress
- Hate messages and symbols
- Language and imagery objectifying women
- Other subtle (and extreme) examples of bias incidents

COMMUNITY CONCERN CONCERNS

If you have a concern that impacts the UR community, such as a humanitarian concern, natural disaster, or another issue that you would like to bring to our attention, please fill out the Community Concern Report.

What to look for / when to report:

- Receipt of information about a domestic or international incident
- A terrorist attack
- Financial difficulties in a country
- Natural disaster or crisis

