

College Diversity Roundtable Meeting Minutes
 September 14, 2016
 Stackel Conference Room
 4:30 PM – 6:00 PM

Attendees (listed in alpha order): Victoire Alleluia Shenge, Amber Baldie, Jon Burdick, Norman Burnett, Michaela Chan, Jessica Colorado, Nick Contento, Lydia Crews, Thomas Crews, Sasha Eloi, Caryl English, Richard Feldman, Emma Finkle, Jessica Guzman-Rea (Chair), Maria Hackett, Stephon Hamell, Michael Hellman, Sunny Hutson, Joe Latimer, Amy Lerner, Kay Lewis, Destiny Maitland, Ian Manzi, Delvin Moody, Eleanor Oi, Beth Olivares, Terry Platt, Anthony Plonczynski-Figuaroa, Raul Ramirez, Payal Shah, Casey Talbot, Ronke L. Tapp, Chinenye Tassie, Megan White, Denise Yarbrough, and Jenny Zhao.

Agenda Items:

- **Summary of the 2015-2016 Bias-Related Incidents Submitted**

**2015-2016
 Summary of Bias-Related Incident Reports**

Semester	Total # of Bias-Related Incident Reports Submitted	Actual # of Bias-Related Incidents
Fall 2015	10	8
Spring 2016	11	8

Motivation of Incident	Location of Incident	Outcomes
Race/Ethnicity – 7	Digital Land – 5	Documented – 6
Gender – 5	Residential Hall – 5	Resources, Support, Referrals*, and Educational Interventions Provided – 10
Gender Identity or Expression – 1	Academic Building – 2	Reports submitted to the Bias-Related Incident Report Executive Team for Review & Response – 0
Religion – 1	Posters/Fliers/Stickers – 1	
National Origin – 1	River Campus Grounds– 1	
Politics – 1	Eastman School of Music Campus Grounds – 1	
Ability – 1	Other (Not Listed) – 1	
Other (Not Listed) – 1		

** Referrals include, but are not limited to the Care Network, Center for Student Conflict Management, Residential Life, Public Safety, University Counseling Center, Title IX Coordinator, Office of Minority Student Affairs, and the Office of the Dean of Students.*

**Summary of Community Concern Reports
(Data Collected from August 1, 2015 – May 31, 2016)**

Type of Community Concern	Total # of Community Reports Submitted	Actual # of Students Impacted
Humanitarian Concern	21	65
Natural Disaster	10	65
Total	31	130

- **Review the process for submitting a Bias-Related Incident and Community Concern**

In the event that any University of Rochester Community Member learns about an incident or community concern that has the potential to disrupt the campus community in a significant way, the community member should:

- A. Determine if the health and safety of person(s) involved is in immediate danger. If the health or safety of the person(s) involved is in immediate danger, the University Community Member should call Public Safety (for incidents on campus) or the Rochester Police Department (for incidents off campus).
- B. If it is determined that the health or safety of the person(s) involved is not an immediate danger, UR Community Members may submit a CARE referral to document the incident or community concern. UR Community Members will be able to submit a CARE referral for any student, available at www.rochester.edu/care.
- C. Once the UR Community Member clicks on the red “SUBMIT A CONCERN” link, it will take them to a webpage with three options:
 1. **Individual Concern** – For a concern about an individual student, either yourself or a friend.
 2. **Bias-Related Concern** – For a concern about a bias-related incident motivated by the offender’s bias against the actual or perceived age, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, or sexual orientation of the targeted person or group, but does not rise to the level of a criminal offense.
 3. **Community Concern** – For a concern that impacts the University of Rochester community, such as a natural disaster, humanitarian concern, or any other issue that you would like to bring to our attention.

These reports are triaged to different locations via the Center for Student Conflict Management.

- A. **Individual Concern** – Referred to the CARE Network
- B. **Bias-Related Concern** – Referred to the Director of the Paul J. Burgett Intercultural Center. The Director will use their professional judgment to respond to the incident within 24 hours (weekdays) - 72 hours (weekends).
 1. If they agree that the report does not have the potential to meet the level of a community concern or crisis, they will reach out directly and meet with the individual students named in the report and/or the UR Community Member who submitted the report.

2. If the bias-related incident escalates to a community concern or crisis, they will reach out to the Bias-Related Incident Executive Team (Consisting of Dean of the College, Dean of Students, Dean for Diversity Initiatives, Faculty Development and Diversity Officer, and Director, Kearns Center, Assistant Dean and Director, Minority Student Affairs, Director, Paul J. Burgett Intercultural Center).
 3. If the report was submitted anonymously and no students were mentioned in the report, the incident will be documented and reported as appropriate.
- C. **Community Concern** – The ODOS Administrative Assistant will serve as the point person for collecting the names of the students impacted by the community concern. An email on behalf of the Dean of Students Office is sent to those students identified and asked if they are in need of assistance. Individual students who respond that they are in need of assistance will then be referred to the CARE Network.

- **Update on the Douglass Renovations/Opening Ceremonies**

Wednesday, September 28

Explore Renovated Douglass

11:30 AM – 1:30 PM

Entire Douglass Building Open!!

Thursday, September 29

Celebration of Kosher Food (Invite Only)

3:30 PM – 4:30 PM

Douglass Dining

Club Rochester

4:00 PM – 5:30 PM

Douglass Ballroom

Friday, September 30

Immersion Party: Celebrating Language and Culture

2 PM – 5 PM

Burgett Intercultural Center & Language Center (3rd Floor of Douglass)

***Other Events will be scheduled to celebrate the meditation room and Late Night Programming in the Genesee Room.*

- **Review upcoming key events scheduled for Meliora Weekend!**

See the highlighted events on pages 8 - 11 or visit: rochester.edu/melioraweekend/

- **Multicultural Visitation Program (MVP) Weekend**

MVP brings together high school seniors from diverse backgrounds and allows them to experience Rochester on a more personal level. Traditionally this event has been for US nationals, first generation, and low-income students to allow them the opportunity to visit and explore the campus. Last year Admissions received 500 applications for MVP

Weekend, 110 were accepted and 75-80 students attended the event. The Douglass Leadership House did a great job of hosting a substantial amount of students last year. ***In need of student hosts!*** Seeking students who preferably live on the River Campus and not on South Side or Riverview. Admissions are still open to involvement from student organizations and departments.

See the MVP Schedule DRAFT on pages 11 - 12 or for more information contact Jon Burdick (JBurdick@Admissions.Rochester.edu), Joe Latimer (joseph.latimer@rochester.edu), Campbell Halligan (challig2@admissions.rochester.edu), or Farid Adenuga (fadenuga@u.Rochester.edu).

- **New Latin American Studies Minor has been approved!**

The minor in Latin American studies gives students a broad view of Latin American cultures and their relations to the United States and the rest of the world.

Latin American Studies Minor Requirements

A total of five courses with Latin American content are required for the minor:

- Three must be at the 200-level from the Department of Modern Languages and Cultures
- Two must be from different related areas such as history, political science, religion and anthropology

The Spanish program's faculty must approve the minor in its beginning stages. Study abroad in a Latin American country is strongly encouraged.

- **Upcoming Deadlines & Available Funding for Students and Student Organizations**

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. There are three levels of funding available. The \$1,000 Mini Grants have 3 deadlines per semester. The first deadline for a One Community Mini Grant is TODAY, **September 14th!**

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

Communal Principles Project

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

The first deadline for a CPP Grant is TODAY, **September 14th!**

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

- **Arming of Public Safety Officers Discussion**

The President released the [Security Commission Report](#) on September 8. There was a Town Hall Meeting on Monday, September 12, from 3-4 PM where there was a poor turnout of students because it was held during a time where many students and faculty members were in class. There is an additional Town Hall Meeting scheduled for Monday, September 19 from 6-7 PM in order to better accommodate the schedules of students and to seek their input.

Attendees at the College Diversity Roundtable Meeting posed several questions that they had regarding the Security Commission Report. When available, the questions are followed by responses made by Richard Feldman, Dean of the College who served on the Security Commission. (Key: Q = Question; R = Response)

Q: Has the decision to arm Public Safety Officers already been made? What is the timeline?

R: The decision has not been made. The report includes recommendations made by the Security Commission to arm 38 officers in the Medical Center and Strong Memorial Hospital to address the safety concerns in the Emergency Department. It was also suggested that four senior officers of the Department of Public Safety specifically the Chief, Deputy Chief, Patrol Commander and Commander of Investigations – would be armed at all times, including when visiting the College and Eastman School of Music campuses on a routine basis. The President will meet with the Faculty Senate, speak to the Board of Trustees, and then make a final decision after listening to the campus community via Town Hall Meetings and reading his emails. Everyone is encouraged to email your questions or concerns to President@rochester.edu.

Q: The Report mentions an old incident that occurred in 2012 on campus. What was the rationale for including this in the report?

R: The rationale was to have a list of the kinds of events that could occur and/or have occurred on this campus.

Q: Will there be an increase in the level of training for everyone or just the ones that are being armed?

Q: How was the total number of hours of training selected?

R: The recommendation is for the Diversity Training to take a total of 28 hours that includes Fair and Impartial Policing (12 hours), De-escalation and Minimizing Use of Force (8 hours) and Racial Diversity (8 hours). This also includes a refresher course every 6 months.

Q: If these are recommendations, can they be required to attend these trainings?

R: If the President accepts the recommendations from the Security Commission, then they will be required.

Q: How many people from the Medical Center were included on the Security Commission?

R: There were 3 representatives and meetings with Medical Center Leadership.

Q: During the interviewing process, were Emergency Medical Services/Emergency Medical Technicians included? They aren't necessarily part of the University staff, but interact with the Emergency Department on a daily basis.

Q: The next Town Hall Meeting is scheduled from 6-7 PM when many University employees working in Dining are covering the dinner shift. Was there time set aside to speak with them and to see what their thoughts were on arming the Public Safety Officers?

Q: Are more than the four Supervisors going to be on campus and armed?

R: During an active shooter event, an alert will be sent out if there is an incident.

Q: In a hypothetical scenario, what if an armed officer from the Medical Center abuses their right to be on the River Campus? Are there any consequences for their behavior?

R: This officer would require special clearance. There would be follow up and consequences for that behavior if the officer were not following protocol.

Q: There needs to be more transparency about what would warrant an armed officer to appear on the River Campus.

Q: The progression of Peace Officers to Armed Officers doesn't seem like a logical progression. What was the rationale behind this?

R: When benchmarking similar peer institutions with medical centers, it was noted that many of the sworn officers were armed.

Q: Regarding weapons in the Emergency Department, was information and testimonies compiled from the patients, visitors, and staff? Whose voices have been heard? Who is compiling the data? Do they have bias? Would the installation of a metal detector actually warrant an armed officer to staff that entrance?

Q: The Report mentioned that eight guns per year were detected over the course of 3 years. What is the actual breakdown? Was there an even distribution or were there spikes at different intervals?

R: They were more evenly distributed.

Q: Are there any examples that having someone armed on campus would have alleviated the situation?

Q: Who is made to feel safe? Who are the folks that will be at high risk during the high peak hours of Friday and Saturday nights?

Q: Is there a low probability versus a high probability of you getting shot? For a person of color it many feel like a high probability regardless of the level of chance.

Q: There may be a loss of faith or concern that regardless of the recommendations, the President is able to make his own decisions. Some examples of that include the case regarding to ban Yik Yak. It is important to note that that students want to feel heard.

Q: How much of a role do the voices of the students have in the decision-making process at this point?

R: Not sure about the weight. There is no vote. One must at least respect the challenge that comes with making this decision. There will be unhappy folks regardless of the end result.

Q: How difficult would it be to reverse the decision to arm our public safety officers?

R: It would be hard. If there were evidence that this decision makes our community unsafe, it would take at least three to five years to gather the data and make a case.

Q: Students of color in residential life are treated differently. What are the accountability measures that will be taken to train the officers in preparation for these interactions?

Q: The department of public safety responds to calls from within our community. Does the dispatch officer get diversity training as well?

Q: In case of emergencies, do we still call the Rochester Police Department? If and when do we call, who decides?

R: Public Safety has more responsibility and the RPD is called less; we are better served by people who understand our community.

• **Table for Next Meeting:**

- Preliminary results of the (Spring 2016) Campus Climate Survey
- Orientation Recap: One Community & Celebrate Diversity

• **Future FALL 2016 CDR Meetings**

- Wednesday, October 19, 401 Douglass, 4:30 PM - 6:00 PM
- Wednesday, November 9, 401 Douglass, 4:30 PM - 6:00 PM

• **Upcoming Events**

The image contains a logo for the Minority Student Advisory Board (MSAB) featuring a stylized 'M' with a graduation cap on top. Below the logo is the text 'MINORITY STUDENT ADVISORY BOARD'. The background of the poster is a repeating pattern of the phrase 'TOGETHERWEWIN' in various colors. The main text of the poster reads: 'First General Meeting', 'THURSDAY, SEPTEMBER 15', '6:00 PM | GOWEN ROOM', 'WILSON COMMONS'. A list of topics is provided: 'TOPICS: + ARMING PUBLIC SAFETY, + MSAB POLITICAL AGENDA, + DEAN FELDMAN'S DIVERSITY REPORT'. At the bottom, there is a photograph of Barack Obama speaking at a podium, with the text 'MINORITY STUDENT ADVISORY BOARD | #TOGETHERWEWIN' below it.

Meliora Weekend 2016: Highlighted Programs

Pre-Meliora Weekend Event:

To Vote For the People: Millennials and the 2016 Presidential Election Tour

October 5, 2016

5-7 PM

Hubbell Auditorium

The David T. Kearns Center is excited to announce that we will be bringing *Rap Sessions Presents: To Vote For the People: Millennials and the 2016 Presidential Election* tour to the University of Rochester. Rap Sessions, organized by UR alum Bakari Kitwana, brings expert activists, scholars, and artists together to discuss major issues.

This interactive town hall discussion will challenge students to embrace civic engagement efforts whether they are thinking of voting this year or strategically reserving the right to vote altogether. Despite the increase in voters 18-29 years old in the last presidential election, little progress has been made in the issues that affect them the most. Issues such as youth unemployment rate, rising cost of college, and student loans for example remain as high priority issues with student/youth-led protests taking place across the country.

The 2016 Stanton/Anthony Breakfast Program: Youth Homelessness and Human Resiliency in the Face of Adversity

Date: Friday, October 7

Time: 8:00 am - 10:00 am

This year's Stanton/Anthony Program will focus on youth homelessness and the resiliency of the human spirit with a film screening, keynote address, and Q&A. A breakfast buffet will also be served.

If These Walls Could Talk, a short documentary featuring Rochester talent, authentically portrays both the struggles and opportunities of homeless youth through narrative improvisation. After the screening, the keynote will offer his commentary on the film and address the struggles homeless youth face. Also, as a columnist for Salon, he will offer insightful commentary on American culture and race. In addition to *Salon*, his work has been published in *The New York Times*, *Guardian*, and *Rolling Stone*.

Speakers include:

- Matthew Spaul, Director, *If These Walls Could Talk*
- Keynote- D. Watkins, journalist and columnist for Salon.com, and author of *The Beast Side: Living (and Dying) While Black in America*

Presidential Symposium with Ken Burns

Date: Friday, October 7

Time: 2:00 pm - 3:30 pm

Description:

Acclaimed documentary filmmaker **Ken Burns** sits down with **Paul Burgett '68E, '72E (MA), '76E (PhD)**, vice president, senior advisor to the president, and University dean, for a meaningful and timely conversation about race in America.

Scholar Showcase: Celebration of Research, Culture, Programs, and Community

Friday, October 7
3:30 PM - 5:30 PM

Douglass Reinvented!: Explore the 4 floors of the recently renovated Douglass including a renovated dining center, new event space, the Burgett Intercultural Center, the Language Center, new Community Kitchen, and more!

29th Annual Tropicana Dinner & Dance Celebration

Date: Friday, October 7
Time: 7:00 pm – 2:00 am

The Spanish & Latino Students' Association celebrates 46 years at their annual Tropicana Dinner and Dance. Featuring delicious Spanish food, great music, and fantastic performances, this event is hosted by the Spanish & Latino Students' Association, dedicated to celebrating Spanish and Latino culture at the University of Rochester.

Leading the Way in LGBT Healthcare

Date: Saturday, October 8
Time: 1:30 pm - 3:30 pm
Description:

In the past decade, the University of Rochester Medical Center has worked to become a leader in LGBT healthcare, earning the Human Rights Campaign's coveted "Health Equality Index Leader" designation. Learn about how URMC reviewed, modified, and implemented the necessary policies and procedures to be an example in LGBT-focused healthcare not only in our region, but also across the country. Hear from LGBT-identified patients about how these changes directly affect the quality of care they receive, as well as from current medical students who have developed an awareness of LGBT-specific concerns, and have been trained to provide exemplary care to all their patients.

Mel Talks

Saturday, October 8
1:30 PM – 3:00 PM

No One is Invisible

Featuring Beth Olivares, Dean for Diversity Initiatives, Arts, Sciences & Engineering

The academy is opaque, with rules and customs that can seem alien to low-income, first generation college, or underrepresented minority students, staff and faculty. The systems of higher education were not built with such people in mind; in fact, some were built on a premise of exclusion. Just as is true elsewhere, Rochester's minority students (and staff and faculty) encounter both overt and covert hostility in and outside of the classroom. Drawing on the presenter's personal history and experiences, this MEL Talk will explore the concept of the in/visibility of individuals, processes and systems, and requires that we be open to uncomfortable and unfamiliar conversations about race, ethnicity, gender, and class.

Office of Minority Student Affairs Networking Reception

Date: Saturday, October 8

Time: 3:30 pm - 5:00 pm

Description:

Join the Office of Minority Student Affairs and the Arthur O. Eve Higher Education Opportunity Program for their annual networking event and reception for students, alumni, and parents.

This event serves as a reminder of the University's commitment to support and encourage an increasingly diverse campus community. We look forward to welcoming attendees as we aim to build our community through career connections and support the careers of our alumni and students.

This event is sponsored in conjunction with the Gwen M. Greene Career & Internship Center, the Douglass Leadership House, and the David T. Kearns Center.

A Community Conversation: Exploring Free Speech and Hate Speech

Date: Saturday, October 8

Time: 5:00 pm - 7:00 pm

Description:

In recent years, a rise in bias-related incidents on college campuses and on social media applications have sparked the conversation about free speech versus hate speech. These incidents pose the questions: What is the difference? Who has the right to use bias statements on a college campus?

Please join us for a spoken word performance and a dynamic panel discussion. Panelists will represent diverse members of our community and will include a current undergraduate student, a faculty member, a parent, alum, and a community member from the Greater Rochester Area. We welcome you to explore with us this topic from a variety of perspectives and hope to formulate a community response to the difference between free speech and hate speech.

Trevor Noah Live

Saturday, October 8

9 PM – 10:30 PM

Palestra, Goergen Athletic Center

Laugh out loud with *The Daily Show* host **Trevor Noah**. Before the comedian took over for Jon Stewart in 2015, he appeared on *The Tonight Show with Jay Leno* and *Late Show with David Letterman*, in addition to touring all over the world.

If you have any questions about these Meliora Weekend programs, please contact Cris Monahan at cmonahan@admin.rochester.edu.

MULTICULTURAL VISITATION WEEKEND, NOVEMBER 10-12

Thursday, November 10, 2016

- 12:00 - 4:00 PM **Arrivals**
Students arrive at the University of Rochester and check in at Wallis Hall
Luggage will be stored in Wallis until host match-up
Welcome packets will be given to students
- 4:00 - 5:00 PM **Icebreakers**
Location: Munnerlyn Atrium
- 5:00 - 6:00 PM **Host Match-Up**
Students will meet their hosts, grab their luggage from Wallis Hall, and drop everything off in their dorm rooms
Location: Munnerlyn Atrium
- 6:00 - 7:00 PM **Multicultural Expo**
Location: Bridge Lounge, Wilson Commons
- 7:00 - 9:30 PM **Dinner and Student Performance Show**
Catered Dinner: 7:00 - 8:00 PM
Student Performance Show: 8:00 - 9:30 PM
Location: May Room, Wilson Commons
- 9:30 PM **Residence Halls**
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Friday, November 11, 2016 Research Rochester Open House

Admissions and Financial Aid counselors are happy to meet with you at any point throughout the day to answer any questions. The Offices of Admissions and Financial Aid will be open until 5:00 PM and are located in Wallis Hall.

Feel free to deviate from your schedule today and sit in on an open class. The schedule of open classes is included in your MVP folder.

- 8:00 - 9:00 AM **Breakfast**
Location: Danforth Dining Center or Douglass Dining Center
- 9:00 - 11:00 AM **Admissions Interviews**
If you have signed up for an interview, please dress to impress and plan to arrive at least 15 minutes before your scheduled interview time
Location: Wallis Hall
- 9:00 - 9:40 AM **Welcome Address and Overview**
Learn about the University of Rochester's admission philosophy and open curriculum
Location: Strong Auditorium

- 11:00 - 11:45 AM **Student Panel**
 Ask current students about their experiences at the University of Rochester
Location: Interfaith Chapel (Sanctuary)
- 11:45 AM - 1:30 PM **Lunch**
Location: Danforth Dining Center or Douglass Dining Center
- 1:00 - 2:00 PM **City Bus Tour**
 Take a tour of the city of Rochester and see what the Flower City has to offer
Location: Departs from Wallis Hall
- 1:00 - 3:00 PM **College Town**
 See the bookstore, explore various shops, and grab a bite to eat in College Town
Location: Departs from Wallis Hall
- 2:15 - 3:15 PM **Hajim School of Engineering Tour**
Location: Departs from Wallis Hall
- 4:00 - 6:30 PM **Minority Student Advisory Board (MSAB) Presentation**
 Listen to students discuss current events within Rochester and America at large
 Dinner will be served during the presentation
Location: Morey 321
- 7:00 - 9:00 PM **Film Screening and Discussion**
Location: Goergen 101
- 9:00 PM **Residence Halls**
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Saturday, November 12, 2016

- 8:00 - 9:00 AM **Breakfast**
Location: Danforth Dining Center or Douglass Dining Center
- 9:00 - 10:00 AM **Campus Walking Tour**
Location: Departs from Wallis Hall
- 10:00 - 11:00 AM **Financial Aid Presentation**
Location: Dewey 1-101
- 11:00 AM - 12:00 PM **Application Workshop Presentation**
Location: Dewey 1-101
- 12:00 - 1:30 PM **Lunch**
Location: Danforth Dining Center or Douglass Dining Center
- 2:00 PM - 6:00 PM **Departures**
 Students must check out with a staff member at Wallis Hall before leaving
 Luggage can be stored in Wallis on Saturday until scheduled departure.