

## College Diversity Roundtable Meeting Minutes

Friday, September 21, 2018

401 Douglass Commons

12 -1 PM

**ATTENDEES** (listed in alpha order): Anne-Marie Algier, Iltaff Bala, Kimberly Bojorquez, Norman Burgett, Matthew Burns, Aurelia Cammack, Kampambue Chalwe, Lydia Crews, Thomas Crews, Gloria Culver, Tara Eagan, Sasha Eloi-Evans, Zengshi Fu, Andrew Goldman, Jessica Guzman-Rea (Chair), Gabrielle Henry, Jamal Holtz, Dave Jean, Molly Jolliff, Marcy Kraus, Ronke L. Tapp, Joseph Latimer, Destiny Maitland, Ellen Matson, Eleanor Oi, Jeff Runner, Trevor Whitestone, Denise Yarbrough, and Zhongyi Zuo.

### AGENDA

- Open Forum/Current Bias-Related Incidents Discussion
- Overview of upcoming Meliora Weekend Events (Oct. 4-7)
- 2017-2018 Bias-Related Incident Report Update – *Tabled to next meeting*
- MVP Weekend – *Tabled to next meeting*

### CDR MISSION

The College Diversity Roundtable (CDR) is structured as a student-centered task force where campus climate and quality of life issues and/or concerns can be voiced, heard, and acted upon, especially those affecting racial, ethnic and cultural groups on campus. The CDR is also a focal point for diversity discussions, initiatives and best practices.

### CURRENT BIAS-RELATED INCIDENT DISCUSSION

#### Incident # 1 – Bus Rider Etiquette Signs

Representatives from the URCSA E-Board were invited to join members of the CDR to participate in a discussion regarding a recent Bias-Related Incident where signs were posted on bus shuttles asking riders to adhere to a “Bus Rider Etiquette.” These signs were poorly written in English and only translated into Chinese. The impact of these signs led to over 60 U of R community members to fill out Bias-Related Incident Reports, alerting the Bias-Related Incident Executive Team to the incident.

**ACTION ITEM:** Dean Runner and Dean Burns both mentioned that they would work together to have a statement sent out to our community regarding the incident.

**UPDATE:** On September 23, the following email was sent to the undergraduate and graduate students within the College:

Dear Students of the AS&E Community:

It has been brought to our attention that this past Thursday, notices entitled “Bus Rider Etiquette” were posted on some University shuttle buses. One version of the poster was in English, and the other in Chinese. While these notices were official looking, they were not official university statements and they should not have been posted at all. The fact that they were translated into Chinese, and no other language, sends an offensive and unacceptable message. We would like to apologize to anyone whom these messages harmed, especially members of our Chinese and Chinese American communities, who were understandably upset and angered by them. This incident does not reflect what we seek to convey as an institution and embody as a community.

Please understand that we are doing everything we can to investigate this incident. While we still do not know who was responsible for posting the fliers, the investigation into this matter is ongoing and serious. The Department of Public Safety has already interviewed many of those closest to the operation of these shuttles, and will continue the investigation until all sources of possible information are exhausted. If you have any information that may be helpful to the investigation (even information that may not seem significant), we urge you to contact the Department of Public Safety at (585) 275-3333. We take very seriously our and others’ responsibility as institutional leaders to investigate this matter in order to find out when, how, and why this occurred, and who is responsible, and to hold him or her accountable.

Our University values includes ideals such as “equity, integrity, respect,” and of course, Meliora. In the coming days, we hope to discover how and why this incident occurred, to learn and to heal together, and to create an ever-better community.

Sincerely,

Matt Burns – Dean of Students  
Beth Olivares – Dean for Diversity  
Jeff Runner – Dean of the College  
Melissa Sturge-Apple – Dean of Graduate Studies

### **Incident # 2 – Swastikas found on River Campus and Eastman School of Music**

CDR Members were also alerted to another Bias-Related Incident that involved Swastikas being found in the Susan B. Anthony Residential Hall and on the Eastman School of Music campus. Both incidents were alerted to the Bias-Related Incident Executive Team. Public Safety was dispatched to document and investigate and facilities were sent to remove the graffiti.

**UPDATE:** Matthew Burns, Dean of Students sent an email on September 13 to residents living in Susan B. Anthony Hall and Genesee Hall regarding the incident.

**UPDATE:** Summer Naugle, Assistant Director for Residential Life sent an email on September 17 to Eastman School of Music residents regarding the incident.

September 13, 2018

Dear Residents of First Year Hill:

Over the past few days, several incidents of graffiti have been reported in the Susan B. Anthony residence hall, all involving a swastika drawn in marker on building surfaces. I am writing to address these incidents, to clarify the College's position in this matter, and to ask for your assistance.

It should be clear to all that the public display of this symbol during the Jewish holidays, and in such a manner, is a cowardly and deeply offensive act, and is not only contradictory to our Communal Principles but also a violation of University policy. It is especially significant this year, as we celebrate the Principle of Responsibility, to note the description we give to this principle:

Freedom and responsibility are two sides of the same coin. To uphold this kind of freedom of expression and action in the public arena, each person has the responsibility to own their ideas and actions as well as express them in ways that do not limit or threaten others' freedom to learn, teach, and work. This means that ideas and actions are neither anonymous nor isolated. To act or express one's ideas openly and in a responsible manner enhances the learning and growth of all. On the other hand, to act or express one's ideas in an irresponsible manner impinges on others' rights and freedom to learn and grow.

In incidents such as this, our practice is to document the vandalism, remove it, and submit a bias-related report through the CARE system to initiate follow up and to track such incidents. All of these things have been done. If anyone has any information about who committed this act of vandalism, exactly when it occurred, or other information you think might be helpful, please contact Public Safety at (585) 275-3333.

Both our Hillel community and Chabad House have been notified and are aware of these incidents. The CARE network is available should any student need to reach out for assistance, as are the Residential Life staff and the University Counseling Center. Please take advantage of any of these resources should you feel the need.

Lastly, let me assert my belief that these few acts do not define our community, which continues to be committed to fairness, freedom, honesty, inclusion, respect, and responsibility.

Sincerely,



Matthew Burns  
Dean of Students  
University of Rochester

Monday, September 17, 2018  
Subject: Bias Related Vandalism

Student Living Center Community,

Over the weekend, there was a bias-related vandalism event in the SLC Game Room. Two swastikas were drawn on the ceiling by an unknown person. This kind of behavior is unacceptable in our Community, and we are taking action to hold the responsible party accountable. There is a security camera in the SLC Game Room. Public Safety is reviewing the security footage and conducting the investigation, any suspects found will be referred to the Student Conduct Process. If you have any information, please contact Public Safety at 585-275-3333. Due to the ongoing investigation and necessary cleaning, the Game Room will be closed through Wednesday 9/19. It will reopen on Thursday, 9/20 after 5:00pm.

I would like to remind everyone to revisit the ideals that we foster within our community and stand together to denounce and condemn any acts of bigotry. We will not tolerate any form of bias-related harassment on our campus. We must create a living and learning environment that celebrates inclusion and is free of discrimination and injustice. I remind everyone of our Communal Principle of **Respect**.

### **Respect**

Respect for the basic dignity of self and others is essential to this community. Every person has the right to be treated with respect, regardless of the many differences that distinguish individuals and groups. Respect involves showing regard for others' well-being and safety as well as for their personal property, personal space, and for their living, learning, and working activities. In addition, members of this community also have a responsibility to respect the properties and functions of the institution.

If any members of our community would like personalized support, myself, the Resident Advisors, and the UCC Counselors are all great resources who would be happy to meet with you. Additionally, Hillel at the University of Rochester/Eastman, is always here to connect with students and help foster discussions around Jewish history and beliefs. Kayla Bogad, Assistant Director for Hillel, will be in the SLC Pit on Friday from 8:00am-12:00pm to meet with students. She can also be reached via email at [kbogad@ur.rochester.edu](mailto:kbogad@ur.rochester.edu).

I look forward to working together to foster a community that will enhance student living and is welcoming to all.

Sincerely,

Summer Naugle  
Pronouns: She, Her, Hers  
Assistant Director for Residential Life  
[Eastman School of Music – University of Rochester](#)  
100 Gibbs Street, Rochester, NY 14605

**MELIORA WEEKEND: (Oct. 4-7)** – Members of the CDR are encouraged to attend some of the selected Diversity and Inclusion Programming events outline below:

**Friday, October 5, 2018**

**Paul J. Burgett Intercultural Center 5th Anniversary Celebration**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 1:00 PM | **End Time:** 2:30 PM | **Location:** River Campus, Frederick Douglass Commons, 305

**Frederick Douglass Speaker Series: Lorraine Hansberry: Sighted Eyes/Feeling Heart**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 3:00 PM | **End Time:** 5:00 PM | **Location:** River Campus, Wilson Commons, Havens Lounge

**The Rev. angel Kyodo Williams, Sensei : Radical Dharma: Talking Race, Love and Liberation**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 3:30 PM | **End Time:** 5:30 PM | **Location:** River Campus, Interfaith Chapel, Sanctuary

**Exploring Language Through Culture: Language Center Open House**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 3:30 PM | **End Time:** 4:30 PM | **Location:** River Campus, Frederick Douglass Commons, 305

**The State of Campus Racial Climate at the University of Rochester**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 3:30 PM | **End Time:** 5:30 PM | **Location:** River Campus, Dewey Hall, 1-101

**2018 Stanton/Anthony Conversation: Students Lead: Working Toward Social Justice**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 3:45 PM | **End Time:** 4:45 PM | **Location:** River Campus, Wegmans Hall, Auditorium

**31st Annual Tropicana Dinner Celebration**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 7:30 PM | **End Time:** 9:00 PM | **Location:** River Campus, Wilson Commons, May Room

**31st Annual Tropicana Dance**

**Start Date:** Friday, October 5, 2018 | **Start Time:** 10:30 PM | **End Time:** 2:00 AM | **Location:** Off-Campus, Brue Coffee Co., 960 Genesee Street, Rochester, NY 14611, Brue Coffee Co.

**Saturday, October 6, 2018**

**By Special Invitation: BSU and OMSA 50th Anniversary Luncheon**

**Start Date:** Saturday, October 6, 2018 | **Start Time:** 12:00 PM | **End Time:** 2:00 PM | **Location:** River Campus, Goergen Athletic Center, Richard A. Leibner '59 and Carole Cooper Leibner Room

**LGBTQ Rights: Politics and Law**

**Start Date:** Saturday, October 6, 2018 | **Start Time:** 2:00 PM | **End Time:** 3:00 PM | **Location:** River Campus, Morey Hall, 321

**End of Discussion? The Future of Free Inquiry in Higher Education**

**Start Date:** Saturday, October 6, 2018 | **Start Time:** 2:15 PM | **End Time:** 3:30 PM | **Location:** River Campus, Wegmans Hall, Auditorium

**Office of Minority Student Affairs and Black Students' Union Networking Reception**

**Start Date:** Saturday, October 6, 2018 | **Start Time:** 3:00 PM | **End Time:** 4:30 PM | **Location:** River Campus, Frederick Douglass Commons, Richard Feldman Ballroom AB

**Office of Minority Student Affairs and Black Students' Union 50th Anniversary Celebration**

**Start Date:** Saturday, October 6, 2018 | **Start Time:** 10:00 PM | **End Time:** 2:00 AM | **Location:** River Campus, Frederick Douglass Commons, Richard Feldman Ballroom CD

**Sunday, October 7, 2018**

**UR Gospel Choir and Jazz Ensemble Joint Concert**

**Start Date:** Sunday, October 7, 2018 | **Start Time:** 1:00 PM | **End Time:** 3:00 PM | **Location:** River Campus, Strong Auditorium, Upper Level

**MVP WEEKEND: (Nov. 11-13)**

University of Rochester's Multicultural Visitation Program (MVP) is an annual fly-in program for high school seniors from diverse backgrounds hosted by the Office of Admissions. This year, the program will take place November 11-13, 2018.

Admission to MVP is a competitive process that will consider applicants' academic and personal qualities. We will welcome students from all over the country to MVP as they experience living and dining on campus, learn about opportunities for research, student services, advising, athletics, and more, participate in discussions with current students about the college experience, and interact with students, faculty, staff, and administrators. Students will also attend application and financial aid workshops, and will have the opportunity to interview as part of their UR application while on campus.

For current UR students: We are searching for student organizations to perform at our student performance showcase and to table at our multicultural student organization expo. If your organization would like to be involved in either of these components of MVP, please email MVP@ur.rochester.edu! We are also looking for students to work as Overnight Hosts during MVP and other prospective student's events throughout the academic year. [Interested students should attend one of the Overnight Hosts Information Sessions on Friday, Sept 28 at 1pm in Dewey 2-2162 or 5pm in Dewey 1-101.](#)

If you are interacting with any high school seniors interested in applying for MVP, the website and link to apply (due by October 5) is here: <https://enrollment.rochester.edu/multicultural-visitation-program/>

## UPCOMING EVENTS/DEADLINES

### October 12 – Grant Writing Workshop

The Grant Writing Workshop sponsored by the Paul J. Burgett Intercultural Center is specifically designed for the One Community Programming Fund & Communal Principles Project. The workshop will be held from 3:30 – 4:30 PM in the Language Center Computer Hub, 304 Douglass Commons.

### October 17 - One Community Programming Fund & Communal Principles Project

Grant proposals should be submitted well in advance of your proposed event or program date to facilitate review and processing.

#### Please save the dates for future Fall 2018 Meetings:

- October 12 - 325 Genesee Hall
- November 16 - 407 Douglass Commons

**All meetings occur on Fridays from 12-1 PM and lunch will be provided!**

THE INTERFAITH CHAPEL PRESENTS

*Radical Dharma:*  
TALKING RACE, LOVE AND LIBERATION



Rev. angel's most recent book, *Radical Dharma: Talking Race, Love and Liberation* has ignited a long-overdue dialogue about how the legacy of racial injustice and white supremacy plays out in society at large and Buddhist communities in particular. Her urgent call to action outlines a new dharma that takes into account the ways that racism and privilege prevent our collective awakening.



Rev. angel is one of only two African American women ordained in her Zen lineage. She is the founder of the Center for Transformative Change in California.

**October 5, 2018**  
**3:30 - 5:30 pm**  
**Interfaith Chapel Sanctuary**

This event is free and open to the public.





**2018**  
**CELEBRATION DIVERSITY**  
**HISPANIC & LATINX**  
**HERITAGE MONTH**

**September 18, 3:30–4:30 p.m.**

**FACULTY INTERNATIONAL COFFEE AND TEA HOUR**

**Douglass Commons Community Kitchen**  
 Join us for Latin American coffee, tea, and desserts and meet other AS&E faculty members.  
 Sponsored by AS&E Deans Office and Paul J. Burgett Intercultural Center

**September 18, 7–9 p.m.**  
**CONVERSATION ON RACE**

**Paul J. Burgett Intercultural Center, 305 Douglass Commons**  
 Community members, students, faculty, and staff are invited to "A Conversation on Race" facilitated by staff members of the M. K. Gandhi Institute for Nonviolence.  
 Sponsored by M. K. Gandhi Institute for Nonviolence, Paul J. Burgett Intercultural Center, Rochester Center for Community Leadership, Office of Minority Student Affairs, Students' Association Government, University of Rochester's Debate Team, Interfaith Chapel, and the Students' Association for Interfaith Cooperation

**September 22, 12:30–3:30 p.m.**

**COOKING FOR THE CULTURE**

**Douglass Community Kitchen**  
 Celebrate Hispanic/Latinx Heritage Month with OMSA by learning to cook an authentic dish.  
 Stop by OMSA (Dewey 2-161) to sign up (required).  
 Sponsored by Office of Minority Student Affairs

**September 26, 11 a.m.–1 p.m.**

**WILSON COMMONS WEDNESDAY CELEBRATES HISPANIC HERITAGE MONTH**

**Wilson Commons**  
 The first Wilson Commons Wednesday of the year celebrates Hispanic Heritage Month with a delicious lunch featuring stewed chicken, mango, and vegetarian options, with a churros station for dessert.  
 Sponsored by Wilson Commons Student Activities, Dining Services, Phi Kappa Alpha, SALSA, and SALSEROS.

**September 26, 5–6 p.m.**

**NETWORKING 101**

**Dewey 4-162**  
 Together we will reframe our thinking around networking to enable you to build meaningful connections. Topics include the purpose of networking, crafting a professional elevator pitch, and strategies to build your own network.  
 Sponsored by Office of Minority Student Affairs and Gwen M. Greene Center for Career Education and Connections

**September 28, 3:30–5 p.m.**

**"MUSIQUE CANNIBALE": THE EVOLVING SOUND OF INDIGENITY IN HEITOR VILLA-LOBOS'S "TRES POEMAS INDIGENAS"**

**Eastman School of Music, Room 305**  
 Eastman theory department faculty member Chelsea Burns will discuss three songs written by Brazilian composer Heitor Villa-Lobos in the 1920s, which will be performed live by fellow Eastman faculty members John Kapusta and Jonathan Damsby.  
 Sponsored by Eastman Music Theory Department

**October 5, 7:30–9:30 p.m.**

**31ST ANNUAL TROPICANA DINNER CELEBRATION**

**May Room**  
 The Spanish & Latino Students' Association will celebrate 48 years at their 31st annual Tropicana Dinner Celebration! Please buy tickets in advance.  
 Sponsored by the Spanish and Latino Students' Association

**October 5, 10 p.m.–2 a.m.**

**31ST ANNUAL TROPICANA DANCE**

**Brue Coffee**  
 Following the Tropicana Dinner Celebration, keep the party going and join current students and alumni to dance the night away! Please buy tickets in advance.  
 Sponsored by the Spanish and Latino Students' Association

**October 9, 11 a.m.–1 p.m.**

**REPRESENTING LATINOS IN FILM**

**Humanities Center, Conference Room D**  
 Carlos Rossini, documentarian and cinematographer of *El Alzido*, will discuss the representation of Latinos in film.  
 Sponsored by various departments

**October 9, 5–6 p.m.**

**BALANCING YOUR IDENTITY: BEING LATINX IN THE WORKPLACE**

**Wilson Commons, Havens Lounge**  
 Code-switching, cultural competence, and office culture are just some of the roads that lead us to learning how to navigate identity in the workplace. In celebration of Latinx Heritage Month, come join us in a discussion about balancing your personal and professional identities. Sign up on Handshake.  
 Sponsored by Office of Minority Student Affairs and Gwen M. Greene Center for Career Education and Connections

**FULL EVENT LIST AND MORE DETAILS AT:  
 ROCHESTER.EDU/DIVERSITY/EVENTSCALEDAR**

