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 multifaceted 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 I9 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 <u>website</u> 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 ingroup 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 <u>website</u> 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.
 - o UCC Outreach Coordinator: Mike Siembor, PhD, msiembo2@ur.rochester.edu
 - UCC Group Coordinator: Vanessa Peavy, LMSW, vpeavy2@ur.rochester.edu
 - UCC Assistant Director of Multiculturalism: Ronke L. Tapp, Phd, ronke.tapp@rochester.edu

Announcements

The Institutional Office of Equity & Inclusion is honored to announce that the <u>Presidential</u> <u>Stronger as One Diversity Awards 2023</u> are now open for nominations.

- The awards recognize those who have supported the <u>five institutional equity</u>, <u>diversity</u>, <u>and inclusion priorities</u> 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-andcelebration/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 31st 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



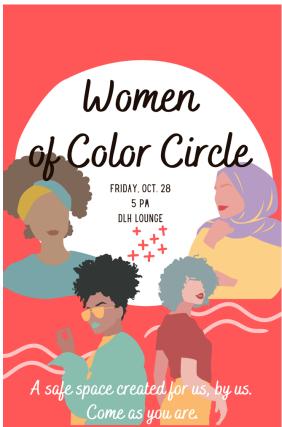
Keynote Speaker
Wednesday | October 26
6:00 PM - 7:00 PM
Hawkins Carlson Room
Rush Rhees Library

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









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 maledominated fields and religions



We will have an ASL interpreter. The University of Rochester is committed to providing inclusive experience intripate needing any type of accommodation or have questions, please contact the Paul J. Burgett intercultual all cituations, a good faith effort (up until the time of the event) will be made to pro-



