

College Diversity Roundtable Meeting Minutes
October 6, 2014
Gamble Room
5 PM – 6 PM

- **Brief Introductions**
- **What is the role of the CDR and how do we get student involvement?**

CDR should discuss issues and topics around diversity, students and faculty to talk; network between students, faculty and staff; and make sure everything is transparent.

CDR should represent various groups, PRIDE Network is not here today, College Feminists, CSA, KASA, etc.

Deans should be here as well in order to hear the conversation.

- **One Community: A new freshman orientation program focusing on diverse identities**

Description of program:

- The One Community program engages first year students during Orientation in a facilitated discussion that explores the way the UR community is shaped by all of our intersecting identities. It was also a time to have a comfortable environment to talk about difficult topics.
- The program begins with an hour-long session during which several upperclassman share narratives about the ways their various identities have positively and negatively affected their college experience.
- This session is followed by student-facilitated small group discussions in which participants explore the presentations and reflect on their own experiences.

Dean Feldman's commentary:

- He believed that the program was fabulous and well received by the freshman and all who participated.

What was missing from the program?

- Talking about Abilities was one example.

Next steps:

- One community weekend...how to share it with the upperclassmen?
- We will continue to have One Community programming and talks throughout the year as well as compiling all of the data from the surveys given to the freshman and student facilitators.

Action Items:

- How can we bring other groups together? Get the undergraduate student groups

together?

- Follow up...One Community Part Two, work with Eleanor Oi, Director of Orientation and have an encore event...collaborate with Greek life, have UCC present, and involve residential life, etc.
- Perhaps ask hall councils to designate a one community representative
- Sophomore committee has a curriculum...infuse it there.
- Transferability of cultural knowledge to workplace.

• **Updated Bias Related Protocol Procedures**

New protocol to serve as a guide for staff in the Office of the Dean of Students in assess in and responding to bias related incidents that demand or elicit a response from UR students.

These reports will be submitted through a similar process as CARE, however the name and marketing is yet to be determined.

In the event of a bias, harassment, or discrimination, the Bias Executive Incident Team will be responsible for making an immediate determination about a report of an incident in order to decide on it categorization.

The Bias Executive Incident Team members include:

- **Richard Feldman**, Dean of the College
- **Matt Burns**, Dean of Students
- **Beth Olivares**, Dean for Diversity Initiatives, Faculty Development and Diversity Officer, and Director, David T. Kearns Center for Leadership and Diversity
- **Norman Burnett**, Assistant Dean and Director, Office of Minority Student Affairs and Arthur O. Eve Higher Education Opportunity Program
- **Jessica Guzman-Rea**, Director, Intercultural Center.

Action Item:

- Yikyak, complaints about racism. Comments about DLH students. Students to submit a CARE report, until the Bias Related Protocol is in place.

• **Campus Climate Survey (Spring 2015)**

We have conducted Campus Climate Surveys in 2008 and 2010, however the previous survey instrument has been purchased by a new company and is currently under review. They stated it might be available in Spring 2015, but there is no actual timeline and guarantee. Therefore, we will have to table this year's Campus Climate Survey until an appropriate survey instrument can be located.

• **Future CDR Meetings**

Do Monday evenings work? If so, what about meeting on these tentative dates:
Monday, November 3 and Monday, December 1

Action Items:

- Email is the best way to communicate, create a group listserv.

• Upcoming Events

INTERCULTURAL CENTER

The Intercultural Center is sponsoring a "transgender panel" from 5 to 7 p.m.

Wednesday, Oct. 8, at the Interfaith Chapel. The discussion will center on ways to be an ally for transgender people. Pizza and refreshments will be served.

The Intercultural Center is assisting with the International Education Week (Nov. 17-21). Please check out the IEW website: <http://www.rochester.edu/iew/> where you or your student group can submit any international/intercultural event you might be having in the month of November so that we can incorporate it in with our events and advertise them all together on this same website. **Due date for submissions is Oct. 17th.**

OFFICE DEAN OF STUDENTS

College Conversation - *Speech Matters* – Part 2 on Thursday, **October 9th**, 6:00-7:30 p.m. Friel Lounge, Susan B. Anthony Hall

OFFICE OF ADMISSIONS

The office of Admissions and the Interfaith Chapel invite members to Ganondagan State Historic Site on **Saturday, October 25**. Buses depart from the Interfaith Chapel at 11:45 AM and return to campus at 4 PM. Space is limited, please RSVP by contacting Campbell Halligan at Campbell.halligan@rochester.edu or 585-275-8627.

RESIDENTIAL LIFE

- **10/14- RA applications are available**- can be picked up in any area office or in the main Residential Life office in 020 Gates (basement of Susan B. Anthony Hall)
 - 10/15- RA selection info sessions begin- held in all residential areas- check advertising for details
 - 10/17- nominations are due for RA selection- staff can nominate students (you should have gotten an email on the 6th. Email klewis21@reslife.rochester.edu if you did not receive the email and would like to nominate someone.)
 - **10/31- RA applications due!**
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Meliora Weekend, October 16-19th
<https://www.rochester.edu/melioraweekend/>

FRIDAY, OCTOBER 17

- Kearns Center Open House from 3:30pm - 5:30pm in Dewey Hall, Room 4-160.
- The Spanish and Latino Students' Association is hosting its 27th Annual Tropicana Dinner Celebration during Meliora Weekend, on Friday, October 17th at 7:00pm in the May Room. Tickets are currently being sold via the Meliora Weekend Events page.
- Office of Minority Student Affairs Networking Reception from 8:00pm - 10:00pm
Hawkins Carlson Room

SATURDAY, OCTOBER 18

- Douglass Leadership House Open House: Celebrating Our Legacy from 2:00pm - 4:00pm in Douglass Leadership House (Fraternity Quadrangle)
- One Community: a New Freshman Orientation Program Focusing on Diverse Identities from 4:00pm - 6:00pm in the Gamble Room
- So You're an Academic ... Now What? From 4:00pm - 5:00pm in LeChase Hall, Room 104. Panel of underrepresented and first-generation college alumni in graduate programs and beyond.
- An Evening with Laverne Cox from 7:30pm - 9:00pm in the Goergen Athletic Center, Palestra
- Laverne Cox SIMULCAST (Hubbell Auditorium, River Campus) from 7:30pm - 9:00pm, Hutchison Hall, Hubbell Auditorium