

## College Diversity Roundtable Meeting

March 1, 2016

Stackel Conference Room

4:30 PM – 6:00 PM

### Attendees (in alphabetical order)

Marian Ackun-Farmmer, Farid Adenuga, Norman Burnett, Matthew Burns, Lydia Crews, Justin Delinois, John DiSarro, Caryl English, Richard Feldman, Jessica Guzman-Rea, Sequoia Kemp, Heidi Kozireski, Amy Lerner, Kay Lewis, Cris Monahan, Delvin Moody, Beth Olivares, Rose Piacente, Raul Ramirez, Thomas Rouse, Payal Shah, and Terry Platt.

### Kudos!

- “We’re better than THAT!” launched its program this past Saturday at the Men’s and Women’s Basketball games and received a lot of press from the media.
- Norman Burgett gave a shout out to Farid Adenuga for his introduction of the keynote speaker, Marc Morial at last night’s Martin Luther King, Jr. Commemorative Address.

### Agenda

- **“We’re better than THAT!” - Anti-Racism Campaign Update**  
(Beth Olivares & Norman Burnett)



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 on divisive topics and to stop hate speech and racism in our community.

#### Activities to-date (more to come!):

- February: website launch (<http://rochester.edu/better-than-that>); slogan voted on and approved; design of slogan approved; stickers, t-shirts and buttons ordered and received.
- February 26: soft roll out in Wilson Commons with pictures taken and stickers handed out.
- February 27: launch of campaign at men’s and women’s basketball games
- March 18: submission deadline for student video contest

Committee membership: Norman Burnett and Beth Olivares, co-chairs

Samantha Andrew, Bethany Anguiano, Jonathan Burdick, Matt Burns, Meredith Crenca, Justin Delinois, Grant Dever, Itzel Figueroa, Jessica Guzman-Rea, James Mandelaro, Delvin Moody, Monique Patenaude, Anthony Plonczynski-Figueroa, Elmer Rodriguez, Alyssa Shoup, Bridgette Thomas, George VanderZwaag, Christopher Vasquez-Dorn, Daniel Watts.

*Meetings are held every Wednesday at Noon.*

Discussion and additional ideas for the campaign:

- T-shirts: It was suggested to add the “Anti-Racism Campaign” tag line with the logo or a statement such as, “Racism has no place here” on the T-shirts moving forward. More T-shirts need to be ordered for the campus community (Eastman School of Music, Administrators, Departments, students, etc.). There were suggestions about having a day that everyone wears their T-shirt. Since the campaign videos will be shown at the Communal Principles Day (April 14) – it was suggested that folks can wear their “Fairness” or “We’re better than THAT” T-shirts on that day. It was also suggested putting T-shirts on the mannequins in the library and the George Eastman statue to help spread awareness.
- Posters: There will be posters with snapshots of blurred Yik Yak posts and the new logo on top of it. UCC wants posters for their building.
- Video Contest: Video submissions will be reviewed by the committee and placed online for members of the University to vote on with a URID. Videos might also be shown or voted on during the lunch portion of the University’s Diversity Conference (details are still being worked out.) Video submissions will be broadcasted during Communal Principles Day. When and how are we announcing the winning video?
- Media: *Campus Times* will be doing an article on the campaign for this week’s issue. Ask the UR Cinema Group to show the winning video before one of their film screening and participate in Photo Friday.
- Partnerships: The campaign hopes to partner with different offices and departments to think of different ways to spread the campaign.

**Action Items:** What else would you like to see from this campaign?



The poster features a professional video camera on a tripod on the left side. The background is a gradient from dark grey at the top to light grey at the bottom. The text is as follows:

*Anti-racism Campaign*  
**VIDEO  
CONTEST**

**\$500**  
1st  
Prize

**\$200**  
2nd  
Prize

Deadline  
March 18th  
At Midnight

**WE'RE BETTER THAN  
THAT**

VISIT: <http://www.rochester.edu/better-than-that/>

- **2016 Joint Collegiate Black Student Summit** – March 4 – March 6 (Delvin Moody)

The 2016 Joint Collegiate Black Student Summit (<http://jcbss.org>) is a national forum to discuss and develop viable solutions to the problems facing the black community. This summit's mission is to further establish an intercollegiate network of young black leaders passionate about social justice, collegiate accountability toward black students, and unity amongst the black community.

*Check out the promotional video!*

[https://www.youtube.com/watch?v=jrRP3\\_8Z1JM&feature=youtu.be](https://www.youtube.com/watch?v=jrRP3_8Z1JM&feature=youtu.be)

There are two events free and open to the public:

- The State of the Black Student Panel (Mayor Lovely Warren will be speaking)- Saturday, March 5, 11:40 AM in Hoyt Auditorium
- Keynote Address with Mitzi Miller (former editor-in-chief of Ebony) – Saturday, March 5, 3:30 PM in Strong Auditorium

Tickets are \$35 for UR students and \$40 for Non-UR student/General Public. The last day to purchase your ticket is this Friday evening.



The 2016 Joint Collegiate Black Student Summit  
Keynote Speaker  
**Mitzi Miller**  
Former Editor - In - Chief of Ebony Magazine

UNIVERSITY of ROCHESTER  
University of Rochester | Strong Auditorium  
Saturday March 5, 2016  
3:30pm

- **Presidential Commission on Race and Diversity Focus Groups** (Justin Delinois)

Seeking ASE undergraduate students to help co-facilitate and participate in upcoming focus groups. There will be a facilitator training on March 15 from 5-7 PM and the focus groups will be held on March 18 from Noon – 6 PM.

The goal is to reach out to students from which the Commission has not heard from yet. The current format includes an educational component (written document and video) along with discussion. They would like to focus on defining White Privilege and Microaggressions, how are they prevalent on our campus, the role of allies in addressing these issues, and how to take action.

Discussion and additional ideas for the focus groups: It was mentioned that this conversation topic is a heavy burden on the facilitators. It was suggested to please reach out to and include

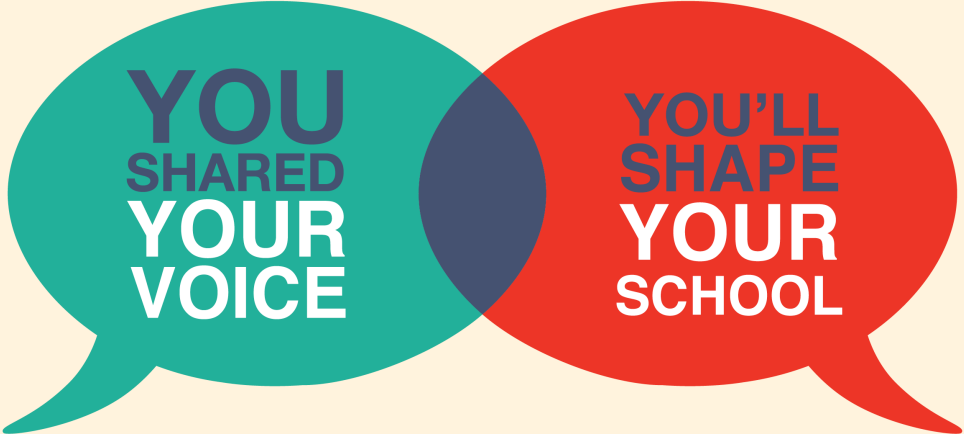
counselors from UCC. They have experience facilitating these types of conversations and would be helpful in the event that a student is triggered by the conversation and needs someone to speak to. It was also suggested that more Faculty should be asked to help facilitate these conversations as many want to be included in these types of conversations. It would also be important for Faculty members to hear what students have to say on these topics.

- **Presidential Commission on Race and Diversity Update** (Richard Feldman)

The Commission has been meeting on a weekly basis and are working on several items. Ad hoc committees have been created to look into different items such as the training of all our community members; Anti-Racism Campaign; the Code of Conduct; Issues of Faculty and Staff hiring and recruitment; and how to utilize the inventory of all aspects of diversity into a useful tool for community members to utilize for programming and partnering purposes. The final report with recommendations is due in May.


- **Campus Climate Survey Update** (Jessica Guzman-Rea)


A huge thanks goes to the undergraduate and graduate students in the Arts, Sciences, and Engineering and at the Eastman School of Music who participated in this year's Campus Climate Survey. We received almost a 40% response rate from the survey. Additional information will be made available in the near future.



**THANK YOU!**  
For Taking The Campus Climate Survey

Your responses will help shape the University of Rochester. With your insight, we're able to assess our campus climate and implement the change necessary to create an environment in which all students can be successful.

 In partnership with the Higher Education Research Institute [www.heri.ucla.edu](http://www.heri.ucla.edu)

 UNIVERSITY of ROCHESTER

The DLE Survey is administered by the Cooperative Institutional Research Program (CIRP) at the Higher Education Research Institute (HERI) at UCLA.

## Upcoming Events

- **Seeking Panelists and Peer Facilitators for the 2016 One Community program!**

The Paul J. Burgett Intercultural Center (BIC) oversees the One Community program held during Orientation. The One Community program engages students in a facilitated discussion that explores the way the University of Rochester community is shaped by all of our intersecting identities. The program begins with an hour-long session during which several upperclassman students share narratives about the ways their race/ethnicity and other 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.

Nominations for Panelists are due **Monday, March 14**

Panelist Applications are due **Monday, March 28**

Peer Facilitator Applications are due **Thursday, April 14**

Check out the Burgett Intercultural Center's Website for more information:

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

- Film Screening: ***India's Daughter*** on **March 17, 2016, 7-10 PM in Dewey 1-101** – hosted by Sigma Beta Rho Fraternity, Inc.

*India's Daughter* is the story of the brutal gang rape and murder in Delhi of 23-year-old medical student Jyoti Singh, which sparked protests and serious debate about gender inequality across India. *India's Daughter* paints a complicated picture of a country struggling to embrace modernity while wrestling with the rampant effects of extreme poverty and patriarchal attitudes towards women.

- The Black Students' Union is planning their **Second Black Men's Appreciation Dinner (BMAD)** for March 18th, 2016 at 6:00pm-8:00pm in Douglass Dining Hall.

The Black Men's Appreciation Dinner is a formal dinner organized to encourage the continuous recognition and appreciation of Black male students, staff, and faculty who are apart of the University of Rochester community. We would like to take this opportunity to show them that their struggles are not forgotten and that their hard work, academic success, and dedication to the community has not gone unnoticed.

- Film Screening: ***The Mask You Live In*** on **March 23, 7-9 PM in Hoyt Auditorium** – this program is part of the Sexual Misconduct Prevention Week and in lieu of the One Community Dialogue Series.

*The Mask You Live In* follows boys and young men as they struggle to stay true to themselves while negotiating America's narrow definition of masculinity. Pressured by the media, their peer group, and even the adults in their lives, our protagonists confront messages encouraging them to disconnect from their emotions, devalue authentic friendships, objectify and degrade women, and resolve conflicts through violence. These gender stereotypes interconnect with race, class, and circumstance, creating a maze of identity issues boys and young men must navigate to become

“real” men. This film illustrates how we, as a society, can raise a healthier generation of boys and young men.

- Posters are due **March 28, 2016** for the University of Rochester’s 7<sup>th</sup> Annual Diversity Conference - #URDiversity: What do you stand for? The conference will be held on **Friday, April 8, 2016**. <http://www.rochester.edu/diversity/annual-diversity-conference/annual-diversity-conference2016/>



**In NYC over Spring Break?**

**Multicultural**  
**Student-Alumni Networking Night**

**Monday, March 7, 2016**  
**6:30 - 8:30 pm**  
**Yerba Buena Perry (West Village)**

Sponsored by the Office of Alumni Relations, the Office of Minority Student Affairs, the Paul J. Burgett Intercultural Center, the Hajim School of Engineering and Applied Sciences, the David T. Kearns Center, DLH, BSU, SHPE, NSBE and SALSa

**SPACE IS LIMITED**  
**REGISTER TODAY!**

[www.rochester.edu/alumnievents](http://www.rochester.edu/alumnievents)

Want to see who will be there? Scan this QR code and find out!

**ALWAYS A JACKET**  
*Linking Rochester's students and alumni*

SALSa, BSU, SHPE  
and NSBE are SA Funded.

**Missed a CDR meeting?**

Check out the [College Diversity Roundtable](#) website for past meeting minutes.

**Last CDR Meeting**

Tuesday, April 5 – Stackel Room, 4:30 PM – 6:00 PM