



FLORIDA STATE UNIVERSITY

**PRESIDENT'S TASK FORCE ON ANTI-RACISM, EQUITY & INCLUSION**

**MINUTES**

**Wednesday, September 16, 2020 | 3:00 p.m.**  
**Zoom Webinar**

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Members Participating: Rawan Abhari, Tom Block, Brandon Bowden, Cortez Brown, Billy Close, Katrinell Davis, Kyle Doney, Michelle Douglas, Miles Feacher, Craig Filar, Stacey Hardin, Robinson Herrera, Roxanne Hughes, April Jackson, Nastassia Janvier, Cassandra Jenkins, Maxine Jones, Hannah Kelsey, Samantha Kunin, Bruce Lamont, Stefany Moncada, Maxine Montgomery, Malik Osborne, Alana Rosenzweig, Nan Rothstein, Kevin Rutois, Jay Terry, Greg Washington, Allisson Yu

**I. Call to Order and Welcome** **Maxine Montgomery, Chair**

Chair Maxine Montgomery called the meeting to order at 3:00 p.m. Jimmy Cole conducted the roll call and confirmed a quorum.

**II. Approval of Minutes**  
***August 19, 2020, Organizational Session***

Task Force Member Maxine Jones moved to approve the August 19, 2020 Organizational Session minutes. Task Force Member Alan Rosenzweig seconded the motion and the minutes were approved unanimously.

**III. Public Comment**

No participants requested to make public comment.

**IV. Subcommittee Reports**  
***Recruitment, Retention, and Diversity Training Subcommittee*** ***Michelle Douglas***

Michelle Douglas described the three primary focus areas to be the source of work: 1) student recruitment and retention structures to reflect population in Florida, 2) faculty and staff recruitment with emphasis on underrepresented groups, and 3) education and training. She described the work of the subcommittee, including discussions of terminology, available datasets, education tools, faculty recruitment tools, search committee training, NCBI training. She also shared that the subcommittee is scheduling expert presenters.

## ***Campus Climate***

***Brandon Bowden***

Brandon Bowden reviewed the six objectives of the Campus Climate subcommittee. He shared that 2013 Campus Climate survey results have been secured and shared with the subcommittee and is now publicly available. The subcommittee will consider a future campus climate survey, possible listening sessions, and what to do with the data. The subcommittee will explore education and community engagement programs. The subcommittee will explore increase understanding and partnership with the FSU Police Department. The subcommittee will work with the History Department to determine possible collective effort for an education module. The subcommittee will consider additional objectives if necessary.

## ***Historical Legacy***

***Maxine Jones***

Maxine Jones described the deliberations of the subcommittee including the need to collect data to tell the inclusive and diverse story of FSU and the local community. This information should be available and accessible. This effort will be in partnership with other ongoing projects. This will be an ongoing and permanent feature of the university. The subcommittee will review the recommendations of the 2017-18 President's Panel on Namings and Recognitions and current and previous naming policies. The subcommittee will explore partnerships to document and share the stories and history. The subcommittee will hear expert presentations.

## **V. ACC Core Committee Update**

**Ashton Henderson**

Ashton Henderson provided an overview of the Atlantic Coast Conference Committee for Racial and Social Justice (ACC CORE). The vision is to lead in college athletics by promoting and instilling racial and social justice and equity for all. The ACC CORE goals and outcomes are: 1) mandatory diversity and inclusion training for student-athletes, athletic departments, and conference staff, 2) creation of ACC Unity Symbol as a visual representation of solidarity among the ACC's 15 institutions, and 3) ACC Unity Statement to be read prior to every league contest.

## **VI. New Business**

**Maxine Montgomery, Chair**

Maxine Montgomery described the available information from the 2017-18 President's Panel on Namings and Recognitions. She also described the available datasets on faculty, staff, and student populations to inform the work of the Task Force. She highlighted the importance of considering other ongoing, similar efforts as collaborative opportunities to the Task Force. She described cross-over issues between subcommittees, specifically law enforcement agency engagements and campus climate surveys. She shared that President Thrasher called her to reinforce his support of the Task Force. She encouraged subcommittees to consider short-term and long-term goals with an effort to move quickly on recommendations as appropriate.

## **VII. Task Force Member Open Forum**

Cassandra Jenkins discussed considering outside constituent groups as part of the campus climate work of the Task Force.

Rawan Abhari discussed possibilities for engagement with the President's Search Committee.

Maxine Montgomery discussed strategies to support implementation of recommendations including requesting resources to support initiatives.

Cassandra Jenkins discussed engaging with the President's Search Committee to share criteria to be considered for selection.

Nastassia Janvier discussed her work on campus with students including concerns about tangible impacts of the Task Force.

Cortez Brown discussed increasing partnership with the University Board of Trustees. Maxine Montgomery suggested discussing the sustainability of the Task Force after his retirement.

Cassandra Jenkins discussed suggestions for sharing recommendations of characteristics and skills for presidential candidates.

Rawan Abhari discussed the need for anti-racism experience in presidential candidates.

Robinson Herrera discussed the importance of diversity on the President's Search Committee.

Billy Close discussed the importance of continued efforts in working with policy-makers, policy-enforcers, Deans, Vice Presidents, and others to implement the recommendations of the Task Force.

Jay Terry discussed the Board of Governors Regulation 1.002 on presidential search committees.

Miles Feacher discussed the need for transparency in governing bodies.

## **VIII. Adjourn**

Maxine Montgomery adjourned the meeting at 4:05 p.m.

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