



FLORIDA STATE UNIVERSITY

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

MINUTES

**Wednesday, September 30, 2020 | 3:00 p.m.
Zoom Webinar**

Members Participating: Rawan Abhari, Tom Block, Brandon Bowden, Craig Filar, Roxanne Hughes, Nan Rothstein, Greg Washington

I. Call to Order and Welcome **Brandon Bowden, Subcommittee Chair**

Brandon Bowden called the meeting to order at 3:00 p.m.

II. Subcommittee Chair's Remarks **Brandon Bowden, Subcommittee Chair**

Brandon Bowden thanked the subcommittee members for participating in the work of the Task Force.

III. Public Comment

No public comment was offered at this meeting.

IV. Discussion of Objectives

Brandon Bowden reviewed the objectives of the Campus Climate subcommittee. The objectives are: 1) to acquire formal data/assessment about the experiences of our diverse community members – students, faculty, and staff – once they arrive on campus. The sub-committee will review and recommend a climate survey to be administered to faculty and staff; 2) to develop a means of collection, maintenance, access, and review of data centrally so that the University can easily map the progress in this area; 3) to articulate a set of concrete, achievable actions that will make Florida State a more diverse and inclusive community in which a wide range of experiences and views are represented and all individuals are valued and treated with respect; 4) to recommend a series of programmatic events focusing on anti-racism, equality, and inclusion involving individual colleges and engaging with the Tallahassee community at large. Programs featuring inter-institutional events with Florida Agricultural and Mechanical University would be especially appropriate; 5) to partner with the Florida State University Police Department to administer anti-bias training to officers and establish a Community Relations liaison within the force. Additionally, the University will continue to support a FSU student representative to be appointed to the Tallahassee Police Department



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Community Review Board; 6) to craft a plan for working in tandem with the History Department in creating a First-Year Experience learning module involving race, ethnicity, and diversity to be implemented during the 2021-22 academic year. Such a module might involve a series of workshops, symposia, and/or lectures centering on a recent publication dealing with race or ethnicity, and include presenters from Florida State, Florida Agricultural and Mechanical University, or from other institutions. Events might culminate with an address from a nationally or internationally recognized speaker in conjunction with the annual Dr. Martin Luther King, Jr. Program or the Golden Tribe Lecture Series.

Brandon discussed the background of the 2013 campus climate survey. He discussed including alumni in the next survey. He also discussed the process for procurement of the next survey and the archiving and presentation of the results. Brandon asked subcommittee members to have a robust discussion of how to make FSU a more diverse and inclusive community.

V. Subcommittee Member Open Forum

Rawan Abhari asked for clarification on the presentation of results from the 2013 campus climate survey. Brandon will seek clarification if the results on a scale of 1-10. Tom Block highlighted that the 2013 campus climate survey had 520 responses from 3,500 distributed. Brandon explained that this is a typical response rate for similar surveys. Tom suggested targeting a much larger sample size. He also shared that the Alumni Association conducts an alumni attitudes survey. He suggested partnering with the Alumni Association to target alumni. Craig Filar shared that the 2013 campus climate survey was targeted to students. He discussed the need to examine the questions to be asked of alumni. Brandon explained the surveys are usually targeted to certain populations and that separate surveys might be used as part of this process. Rawan Abhari discussed concerns of mandated surveys. Brandon discussed working with the FSU Survey Committee to assist. Roxanne Hughes suggested engaging University Communications to share the importance and commitment to change. Brandon discussed communication and incentives to increase survey participation. Rawan Abhari discussed survey fatigue concerns and possible mitigation strategies. Roxanne Hughes discussed listening sessions and focus groups to engage marginalized populations. Brandon discussed strategies to support staff without regular access to computers. Roxanne also discussed the importance of the survey window. Tom Block discussed marketing around the University Heritage Day, January 24, as a survey window opening day. Brandon discussed a possible timeline for early 2021 for the survey. Nan Rothstein discussed the importance of finding a user-friendly survey tool. She also requested a focus on individuals with accessibility needs. Brandon discussed possible frameworks and vendors for the campus climate survey. The subcommittee discussed the importance of engaging multiple administrative units on campus to ensure academic, student engagement, alumni, legal, and other concerns are addressed.



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Brandon asked for feedback on presenting and archiving survey results. Craig Filar suggested the Office of Institutional Research. Rawan Abhari suggested the Torchlight Center, a student-led initiative.

Brandon asked for feedback on making FSU a more diverse and inclusive community. Roxanne Hughes suggested using input from multiple sources to guide this effort. Rawan Abhari discussed that overlap initiatives of the Task Force and on campus will complement this effort. Nan Rothstein suggested a focus on equity programs and to think big on the impact of the Task Force.

Brandon discussed the impact of the pandemic on higher education and the work of FSU to support students, faculty, and staff. Nan Rothstein asked if FSU explores if students of different races are accessing accessibility services. Brandon discussed engagement activities for non-traditional students.

Brandon asked for feedback on efforts to engage FAMU and other community peers and partners. Brandon discussed current work in partnership with FAMU. Greg Washington discussed work with athletes and law enforcement. He shared that these efforts should be expanded to groups other than athletes. Roxanne Hughes asked about town hall as a forum for inter-institutional collaboration with FAMU and TCC. Nan Rothstein discussed possible collaborative efforts with Leadership Florida. She also asked about the university speaker series and film festivals. Brandon discussed the Golden Tribe Lecture Series, the multiple film festivals, and the One Book One Campus program. Nan suggested using the calendar.fsu.edu to highlight diversity and inclusion events.

Greg Washington discussed the FSU Police Department training program. Brandon discussed outreach efforts to build relationships between FSU departments and FSUPD.

Brandon discussed work in progress in partnership with the FSU History Department on the educational module. He suggested the subcommittee members join the Historical Legacy subcommittee meeting.

Nan Rothstein asked about possible restorative justice programs on campus.

Brandon asked possible external speakers for future meetings. Roxanne Hughes shared that she provided a list of possible speakers. Tom Block suggested FSU/FAMU College of Engineering Dean Gibson to discuss collaboration between the two institutions. Rawan Abhari suggested a speaker from a recent FAMU diversity and inclusion event.

VI. Adjourn

Brandon Bowden adjourned the meeting at 4:43 p.m.