



FLORIDA STATE UNIVERSITY

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

**MINUTES**

**Wednesday, October 14, 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, Nastassia Janvier, Cassandra Jenkins, Maxine Jones, Hannah Kelsey, Samantha Kunin, Bruce Lamont, Stefany Moncada, Maxine Montgomery, Alan 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**

*September 16, 2020*

Task Force Member Alan Rosenzweig moved to approve the September 16, 2020 meeting minutes. Task Force member Cortez Brown seconded the motion and the minutes were approved unanimously.

**III. Public Comment**

A full recording of public comment is available at [president.fsu.edu/taskforce](http://president.fsu.edu/taskforce).

The following individual offered public comment:

Anthony Suarez

**IV. Subcommittee Reports**

***Recruitment, Retention, and Diversity Training Subcommittee***

***Michelle Douglas***

Michelle Douglas reported that the subcommittee reviewed the Dean's Accountability Initiative, an under-represented faculty hiring initiative, and a recruitment tool for direct networking for faculty and staff positions for under-represented faculty. The subcommittee will consider these items for elevation to the full Task Force. The subcommittee is also reviewing diversity and inclusion training tools. The subcommittee will hear from FSU Institutional Research, FSU Admissions, and FSU Faculty Development & Advancement at the next meeting.



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### ***Campus Climate***

***Brandon Bowden***

Brandon Bowden reported that the subcommittee reviewed the 2013 Campus Climate Survey and plans for a 2021 Campus Climate Survey. The subcommittee took a deeper dive into the listed objectives. In regards to a Campus Climate Survey, the subcommittee discussed strategies to get buy-in from the campus populations. The survey instrument will be targeted to race, ethnicity, religion, and other important characteristics. The survey will include alumni. The subcommittee will discuss how to utilize focus groups as part of the survey effort. Additionally, the subcommittee discussed strategies for collecting and storing data centrally.

The subcommittee is focused on recommending concrete and achievable goals. The subcommittee discussed recommending programmatic events with other local institutions. Additionally, the subcommittee will consider recommendations for a first-year learning module. The subcommittee heard discussion, and will continue to hear discussion, on FSUPD and TPD collaborations.

### ***Historical Legacy***

***Maxine Jones***

Maxine Jones reported that the subcommittee heard presentations from Dr. Jennifer Koslow and Ms. Sandra Varry during its last meeting. Dr. Koslow discussed the collaboration between the History Department and University Libraries on the learning module to document and share the university's history in relation to African Americans and Native Americans. Ms. Varry discussed the history of Francis Eppes and FSU's naming policy. Subcommittee members discussed the need for diversity on the FSU Naming Committee. Additionally, subcommittee members discussed the history of enslaved labor on the site of FSU. The subcommittee is concerned about the process and consideration of recommendations. The subcommittee will hear from Dr. Andrew Frank during its next meeting.

### **V. New Business**

**Maxine Montgomery, Chair**

Chair Montgomery commended members for participation in subcommittee members. She asked subcommittees to consider elevating recommendations to the full Task Force for a vote before sending to President Thrasher. She asked subcommittee members to consider potential external presenters.

Chair Montgomery provided an update on the Presidential Search process.



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### VI. Task Force Member Open Forum

A full recording of the discussion is available at [president.fsu.edu/taskforce](http://president.fsu.edu/taskforce).

Roxanne Hughes asked members to discuss the public input file. Task Force members discussed the public input and university processes for response.

Cassandra Jenkins asked the Task Force to consider diversity and inclusion training for university and direct support organization boards. Michelle Douglas shared that she is working with DSO's on diversity and inclusion trainings and the Recruitment, Retention, and Diversity Training subcommittee will discuss partnerships with DSOs.

Katrinell Davis asked Task Force members to discuss disruptive behavior, micro-aggressions, and harassment. Michelle Douglas described the FSU process for investigating and responding to these issues. The Task Force discussed a need for better communication of these processes and related resources. Robinson Herrera asked the Task Force to consider individuals who do not feel comfortable or confident in the university reporting and response systems. Miles Feacher asked the Task Force to consider systemic solutions to systemic racism problems and to explore what other universities have done.

Allisson Yu shared that members of the FSU Alumni Association Board of Directors sign a non-discrimination pledge statement.

Rawan Abhari asked for a discussion on [report.fsu.edu](http://report.fsu.edu). Nan Rothstein offered to review and organize the public input file to determine recurring themes. Roxanne Hughes and Stacey Hardin offered to also review the public input file.

Brandon Bowden discussed the [report.fsu.edu](http://report.fsu.edu) system. He discussed ongoing improvements to the system and response actions. He also described limitations of off-campus incidents.

Roxanne Hughes shared concerns about escalation in hostile comments in the weeks leading up to the election. Miles Feacher asked about consequences of hate speech. Cassandra Jenkins shared a concern about scholarship students feeling comfortable sharing concerns.

Maxine Montgomery asked the Task Force to consider if additional resources are needed to support relevant university departments addressing the previously discussed issues.

Rawan Abhari discussed the need to combat fatigue on the issues being addressed by the Task Force.



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Katrinell Davis asked for a report of funding for affinity groups and other programs and departments.

Michelle Douglas discussed the Executive Order from President Trump regarding diversity and inclusion training. She is working with the University General Counsel and other State University System staff members to address the Executive Order. She will provide an update at the next meeting.

Nastassia Janvier asked about possible trainings and educational programs.

Miles Feacher discussed ongoing issues with Student Government Association resolutions and student concerns.

### **VII. Adjourn**

Chair Maxine Montgomery adjourned the meeting at 4:30 p.m.

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