



FLORIDA STATE UNIVERSITY

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

MINUTES

Tuesday, December 1, 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. Approval of Minutes

September 30, 2020 meeting

Subcommittee Member Rawan Abhari moved to approve the October 28, 2020 Subcommittee Meeting minutes. Subcommittee Member Craig Filar seconded the motion and the minutes were approved unanimously.

III. Public Comment

No public comment was requested during this meeting.

IV. FSU Alumni Association Discussion

Julie Decker

A full recording of the presentation by Julie Decker is available on the President's Task Force website at <https://president.fsu.edu/taskforce/>.

V. Student Campus Climate Survey Discussion

Jillian Volpe White

A full recording of the presentation by Jillian Volpe White is available on the President's Task Force website at <https://president.fsu.edu/taskforce/>.

VI. Faculty & Staff Campus Climate Survey Discussion

Michelle Douglas

A full recording of the presentation by Michelle Douglas is available on the President's Task Force website at <https://president.fsu.edu/taskforce/>.



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VII. Student Work with TPD & the Community Review Board **Nastassia Janvier**

A full recording of the presentation by Nastassia Janvier is available on the President's Task Force website at <https://president.fsu.edu/taskforce/>.

VIII. Subcommittee Chair's Remarks **Brandon Bowden**

Subcommittee Chair Brandon Bowden thanked the subcommittee members for their work on the Task Force.

IX. Campus Climate Fall 2020 Recommendations

Subcommittee Chair Brandon Bowden discussed the proposed recommendations from the Campus Climate Subcommittee. The two recommendations discussed were: 1) Conduct comprehensive campus climate surveys to include students, faculty, staff, and alumni (New survey, last major survey conducted in 2013, Institutional Research will assist in coordination; units include Student Affairs, Human Resources, Provost, Alumni Association), and 2) Increase funding for campus speaker series with a focus on race or ethnicity issues (Expansion of existing programs, Student Affairs: MLK Jr. Program, LatinX Celebration Program & Golden Tribe Lecture Series; HR: DEI Speaker Series).

Craig Filar asked about the process for recommendations moving from the subcommittee to the full task force. Brandon Bowden explained the he will present the recommendations to the full Task Force for consideration. Tom Block suggested to include verbiage on the access and hosting of campus climate survey results. Roxanne Hughes suggested debriefing sessions after speakers, specifically through NCBI workshops. Michelle Douglas agreed that NCBI workshops are appropriate for these discussions. Nan Rothstein suggested adding "diversity and inclusion" to the campus speaker series recommendation. Greg Washington asked about the involvement of the Task Force in the administration and follow-up of the campus climate survey. Brandon Bowden shared Task Force members will have a responsibility to present specific questions and concerns to be represented in survey.

Subcommittee Member Roxanne Hughes moved to approve the two recommendations. Subcommittee Member Greg Washington seconded the motion and the recommendations were approved unanimously.

X. Subcommittee Member Open Forum

XI. Next Steps **Brandon Bowden**

Subcommittee Chair Brandon Bowden shared information on upcoming Task Force meetings.



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XII. Adjourn

Brandon Bowden adjourned the meeting at 4:05 p.m.

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

OBJECTIVES

- 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.
- 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.
- 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.



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- 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.
- 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 Community Review Board.
- 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.