



FLORIDA STATE UNIVERSITY

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

MINUTES

Tuesday, December 8, 2020 | 3:00 p.m.

Zoom Webinar

Members Participating: Rawan Abhari, Tom Block, Brandon Bowden, Billy Close, Kyle Doney, Michelle Douglas, Miles Feacher, Craig Filar, Roxanne Hughes, April Jackson, Nastassia Janvier, Cassandra Jenkins, Maxine Jones, Hannah Kelsey, Stefany Moncada, Maxine Montgomery, Malik Osborne, Nan Rothstein, Jay Terry, 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. Remarks

President John Thrasher

President Thrasher thanked the Task Force members for their work, time and energy for Florida State University. He reiterated his commitment to making change at Florida State in response to recommendations from the Task Force.

III. Approval of Minutes

November 12, 2020

Task Force Member Brandon Bowden moved to approve the November 12, 2020 meeting minutes. Task Force member Cassandra Jenkins seconded the motion and the minutes were approved unanimously.

IV. Public Comment

A full recording of public comment is available at president.fsu.edu/taskforce.

The following individual offered public comment:

Robert Holladay

V. Subcommittee Reports

Recruitment, Retention, and Diversity Training Subcommittee

Michelle Douglas

Michelle Douglas shared that the RRDT subcommittee recently heard discussion on student recruitment and retention. She shared that the subcommittee will continue to work through the objectives of the subcommittee.



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Campus Climate

Brandon Bowden

Brandon Bowden shared that the Campus Climate subcommittee recently heard from the Alumni Association, Student Affairs, and Human Resources on previous campus climate surveys. He also shared that Nastassia Janvier described ongoing collaboration between students and local law enforcement. He explained that the subcommittee will continue to work through the objectives of the subcommittee.

Historical Legacy

Maxine Jones

Maxine Jones explained subcommittee recently discussed possible educational and partnership opportunities, including a memorial recognized the university's history with enslaved labor. Additionally, the subcommittee discussed diversity on the university's naming committee and the proposal of a recommendation on the Francis Eppes statue.

VI. New Business

Maxine Montgomery, Chair

Chair Montgomery discussed the process of bringing the below recommendations to the full Task Force. A full recording of the Task Force discussions available at president.fsu.edu/taskforce.

The following recommendations were approved.

The recommendations from the Recruitment, Retention and Diversity Training Subcommittee, as approved unanimously by the Task Force, are as follows:

We recommend that the Office of Human Resources secures and utilizes a national higher education database and networking tool geared toward the recruitment of underrepresented faculty and staff. The University should appropriate a recurring \$15,000. annual allocation, with any necessary future incremental increases, in the institutionalization of these measures.

Task Force Member Michelle Douglas moved to approve this recommendation.

Task Force member Craig Filar seconded the motion and the recommendation was approved unanimously.

We recommend that the Office of the Provost expands the Deans' evaluation process to include accountability measures surrounding the recruitment, retention, and promotion of junior and senior faculty from underrepresented backgrounds.

Task Force Member Bruce Lamont moved to approve this recommendation. Task Force member Roxanne Hughes seconded the motion and the recommendation was approved unanimously.



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We recommend that the Offices of the Provost and Faculty Development and Advancement increase funding to the underrepresented faculty hiring initiative, including funds for new hires, additional funding for academic units to retain under-represented faculty lines, and an extension of additional funds beyond the current three-year period. Targeted and cluster hiring should receive special consideration.

Task Force Member Brandon Bowden moved to approve this recommendation.

Task Force member Billy Close seconded the motion and the recommendation was approved unanimously.

The recommendations from the Campus Climate Subcommittee, as approved unanimously by the Task Force, are as follows:

We recommend that the Office of Institutional Research facilitates a timeline for and constructs new comprehensive campus climate surveys geared toward graduate/undergraduate students, faculty, staff, and alumni with a fall 2021 target starting date. That Office will also devise systematic ways of centralizing the results of surveys for broad access. The University will institutionalize funding to support these efforts as part of an ongoing commitment to an assessment of the campus climate.

Task Force Member Roxanne Hughes moved to approve this recommendation.

Task Force member Miles Feacher seconded the motion and the recommendation was approved unanimously.

We recommend that the University institutionalizes university-wide events focusing on anti-racism, diversity, equity, and inclusion, such as, but not limited to, the Dr. Martin Luther King, Jr. Celebration, the LatinX Celebration, and the Golden Tribe Lecture Series through recurring funding structures. We also recommend that the University provide recurring funding for new events surrounding anti-racism, diversity, equity, and inclusion, including a new speaker series.

Task Force Member Bruce Lamont moved to approve this recommendation. Task Force member Miles Feacher seconded the motion and the recommendation was approved unanimously.

The recommendations from the Historical Legacy Subcommittee, as approved unanimously by the Task Force, are as follows:

We recommend that Francis W. Eppes' name be removed from the College of Criminology building by January 31, 2021 and that an educational/historical record of the building having previously been named for Eppes be provided on campus. The record would include an outline of the process for reviewing the recognition and the reasoning for our recommendation that Eppes' name be removed.

Task Force Member Cassandra Jenkins moved to approve this recommendation.

Task Force member Craig Filar seconded the motion and the recommendation was approved unanimously.



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We recommend that University administration pursues legislative action during the 2020-21 Florida governmental session, and continuing thereafter, to remove B. K. Roberts's name from the Law School building and, alternatively, provides contextualized recognition of B. K. Roberts at a designated location within the College of Law.

Task Force Member Maxine Jones moved to approve this recommendation. Task Force member Cassandra Jenkins seconded the motion and the recommendation was approved unanimously.

We recommend that the Francis W. Eppes Statue be removed permanently from open-air public display and curated with accurate historical context, perhaps in a museum or archival space.

Task Force Member Michelle Douglas moved to approve this recommendation. Task Force member Nastassia Janvier seconded the motion and the recommendation was approved unanimously.

VII. Task Force Member Open Forum

Task Force Member Jay Terry asked about the timeline for Spring 2021 recommendations. Chair Montgomery encouraged subcommittees to forward recommendations to the Task Force as soon as possible.

VIII. Adjourn

Chair Maxine Montgomery adjourned the meeting at 4:55 p.m.
