



FLORIDA STATE UNIVERSITY

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

AGENDA

March 10, 2021 | 3:00 p.m.

Zoom Webinar

Members Participating: Tom Block, Brandon Bowden, Miles Feacher, 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 3:02 p.m.

II. Approval of Minutes

February 10, 2021

Subcommittee Member Roxanne Hughes moved to approve the February 10, 2021 Subcommittee Meeting minutes. Subcommittee Member Tom Block seconded the motion and the minutes were approved unanimously.

III. Public Comment

No public comment was requested during this meeting.

IV. Subcommittee Chair's Remarks

Brandon Bowden

Subcommittee Chair Brandon Bowden thanked members for participating. He also reviewed the Fall 2020 recommendations approved by the Campus Climate subcommittee, the full Task Force, and accepted by President Thrasher. The recommendations from Fall 2020:

- 1) 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.
- 2) 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.

V. Review of Subcommittee Objectives

Subcommittee Chair Brandon Bowden reviewed the Campus Climate subcommittee objectives and engaged members in discussion on each objective. The Campus Climate subcommittee 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 subcommittee will refer to recent climate surveys as part of its deliberations.
- 2) To develop a means of collecting such 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 craft 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.
- 6) 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.

VI. Discussion of Recommendations

Subcommittee Chair Brandon Bowden recognized Miles Feacher to discuss a proposed recommendation he submitted to the Task Force that was referred to the Campus Climate subcommittee. The recommendation submitted by Miles Feacher is below:

The President's Task Force on Anti-Racism, Equity, and Inclusion recommends that all University contracts and related agreements include terms and conditions that prohibit the utilization of prison and forced labor, and prohibit any actions or practices that violate the Fair Labor Standards Act and Human Trafficking Laws and Regulations. Furthermore, the contracts and related agreements shall include a clause that any such violations of these terms and conditions are grounds for termination of the contract.

The specific area of concern is the University's contract with Aramark for the provision of dining services. This company has been scrutinized and come under fire due to its food service provisions at a number of prisons around the country, with serious concerns about the use of prison labor and severe health and safety violations.

Note: All University contracts must be procured, managed and monitored in accordance with all applicable state and federal laws, rules, and regulations; as well as any applicable policies and regulations of the Board of Governors and the FSU Board of Trustees. The University should ensure that there are efficient and consistent processes in place for monitoring compliance with contract terms and conditions, reporting and responding to violations of terms and conditions, and determining what sanctions are allowable within the law (up to and including termination) if it is found that such violations occurred. In some instances, the University (or any state agency) has to follow certain procedures to terminate a contract (unless it was an egregious violation or action in which there could be immediate termination).

A full recording of the discussion of recommendations and objectives is available on the President's Task Force website at <https://president.fsu.edu/taskforce/>.

VII. Subcommittee Member Open Forum

This portion of the agenda was combined with the above section.

VIII. Next Steps

Brandon Bowden

Subcommittee Chair Brandon Bowden explained that the subcommittee will hear from the Center for Global Engagement at the next meeting. Additionally, the subcommittee will forward recommendations to the full Task Force at the next meeting. Subcommittee member Roxanne Hughes shared concerns about the student visa process and asked the subcommittee to hear concerns.

IX. Adjourn

Brandon Bowden adjourned the meeting at 4:22 p.m.