



FLORIDA STATE UNIVERSITY

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

MINUTES

Wednesday, March 24, 2021 | 3:00 p.m.

Zoom Webinar

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, April Jackson, Nastassia Janvier, Cassandra Jenkins, Maxine Jones, Samantha Kunin, Bruce Lamont, Stefany Moncada, Maxine Montgomery, Nan Rothstein, 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 *February 24, 2021*

Task Force Member Billy Close moved to approve the February 24, 2021 meeting minutes. Task Force member Jay Terry 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.
The following individual offered public comment:
Ladanya Ramirez Surmier

IV. Subcommittee Reports

Recruitment, Retention, and Diversity Training Subcommittee

Michelle Douglas

Subcommittee Chair Michelle Douglas reported that the Recruitment, Retention, and Diversity Training Subcommittee heard from multiple external speakers during the last meeting in response to questions from members. She reported the subcommittee will review ten potential initiatives to be voted on during the March 31, 2021 meeting.

Campus Climate

Brandon Bowden

Subcommittee Chair Brandon Bowden reported that the Campus Climate Subcommittee discussed campus contract concerns as presented by Task Force member Miles Feacher.

Brandon Bowden reported that the concern will be reviewed during the April 7, 2021 meeting. He also shared that the subcommittee will hear from an external speaker from the Center for Global Engagement regarding concerns of international students.

Historical Legacy

Maxine Jones

Subcommittee Chair Maxine Jones reported that the Historical Legacy Subcommittee discussed the educational module designed by the History Department and University Libraries. She also shared that the subcommittee approved a recommendation regarding the educational module and did not move forward on a recommendation regarding the Doak Campbell Stadium naming.

V. **New Business**

Maxine Montgomery, Chair

Historical Legacy Subcommittee Recommendations

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 after discussion and modification by the Task Force.

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

Recommendation #1

We recommend that the University acknowledges in permanent public display Florida State University's main campus location on the ancestral and traditional territory of the Apalachee Nation, the Muscogee (Creek) Nation, the Miccosukee Tribe of Florida, and the Seminole Tribe of Florida. This public display should be situated at all primary entrances to the main campus, placed strategically on all United States campuses, and there should be a virtual acknowledgement on University websites. **Cassandra Jenkins moved to approve the above recommendation. Craig Filar seconded the motion and the recommendation was approved unanimously.**

Recommendation #2

We recommend that the University acknowledges the following in some form of permanent display: the labor of enslaved and free African and African-descended people in the construction of Florida State University's main campus. This acknowledgement should be displayed in high traffic areas throughout the main campus and on sites of historical significance. **Miles Feacher moved to approve the above recommendation. Brandon Bowden seconded the motion and the recommendation was approved unanimously.**

Recommendation #3

We recommend that the University commissions a study of the persons for whom buildings and facilities are named on all of its United States campuses and international locations in order to assess ties to racism, sexism, and the oppression of marginalized

peoples and to determine whether those individuals – past or present – espouse beliefs or engage in behavior that aligns with the values of Florida State University. We acknowledge the relevance of historical context in such evaluations, but if an individual has engaged in actions that run counter to the University’s core values, we strongly recommend that the University addresses that issue. In addition, there should be a standing committee comprised of students, faculty, staff, alumni, and community members from diverse racial, ethnic, gender, sexual orientation, religious, and ability status groups involved in the review process. **Cassandra Jenkins moved to approve the above recommendation. Craig Filar seconded the motion and the recommendation was approved unanimously.**

Recommendation #4

We recommend that the Naming Policy (Florida State University Policy 8-2), Section II. G. (The Committee on Campus Names) be amended by September 30, 2021 to include *at least* one non-employee member of the alumni community. This member (or these members) shall be appointed by the President with the intention of increasing racial and ethnic diversity on the Committee of Campus Names to enhance the range of thought, perspective, and experience of the University community at large. This recommendation aligns with Florida State University’s Strategic Plan Goal III of realizing the University’s full potential of diversity and inclusion. **Cassandra Jenkins moved to approve the above recommendation. Michelle Douglas seconded the motion and the recommendation was approved unanimously.**

Recommendation #5

We recommend that the University establishes a permanent committee, which reports to the President, to recommend recognitions for outstanding members of the university community. This committee shall consider naming, memorials, monuments, and other recognitions for exceptional contributions, both past and present, to the university’s academic, research, cultural, and service mission. On a regular basis, the committee shall submit recommendations with an emphasis on ensuring the inclusion of diverse and underrepresented groups and individuals. This permanent committee should be comprised of students, faculty, staff, alumni, and community members and should reflect the racial, ethnic, sexual orientation, ability status, religious, and gender diversity of the University community. This recommendation aligns with Florida State University’s Strategic Plan Goal III of realizing the University’s full potential of diversity and inclusion. **Brandon Bowden moved to approve the above recommendation. Stefany Moncada seconded the motion and the recommendation was approved unanimously.**

Recommendation #6

We recommend that the University institutionalizes and supports the development of the History Department and University Libraries’ module documenting the history of Florida State University in relation to race and ethnicity with particular emphasis on the experiences of African Americans and American Indians. This module shall be used in First Year Experience (FYE) courses, student orientations, new faculty orientation, staff training, and classes across disciplines as part of the University’s ongoing funded research commitment. This module shall be a dynamic resource accessible through the

University homepage, websites, and libraries. The University shall promote awareness of and engagement with the module among students, faculty, staff, alumni, and community members. **Roxanne Hughes moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously.**

VI. Task Force Member Open Forum

No discussion during Task Force Member Open Forum.

VII. Next Steps

Maxine Montgomery, Chair

Chair Maxine Montgomery thanked Task Force members for their work. She also discussed the remaining timeline of the Task Force.

VIII. Adjourn

Dr. Maxine Montgomery adjourned the meeting at 4:45 p.m.



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