



FLORIDA STATE UNIVERSITY

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

MINUTES

Wednesday, April 21, 2021 | 3:00 p.m.

Zoom Webinar

Members Participating: Tom Block, Cortez Brown, Billy Close, Katrinell Davis, Kyle Doney, Michelle Douglas, Miles Feacher, Craig Filar, Roxanne Hughes, Cassandra Jenkins, Maxine Jones, Hannah Kelsey, Samantha Kunin, 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

March 24, 2021

Task Force Member Maxine Jones submitted a correction to the March 24, 2021 meeting minutes. The correction was noted and then Task Force Member Cassandra Jenkins moved to approve the March 24, 2021 meeting minutes. Task Force member Kevin Rutois seconded the motion and the minutes were approved unanimously.

III. Public Comment

No public comment was requested for this meeting.

IV. Subcommittee Reports

Recruitment, Retention, and Diversity Training Subcommittee

Michelle Douglas

Subcommittee Chair Michelle Douglas updated the Task Force on the recent meetings of the subcommittee. She thanked members for their service during the past year.

Campus Climate

Brandon Bowden

Subcommittee member Craig Filar, acting as designee of Subcommittee Chair Brandon Bowden, updated the Task Force on the recent meeting of the subcommittee. He thanked members for their service during the past year.

Subcommittee Chair Maxine Jones updated the Task Force on the recent meeting of the subcommittee. She thanked members for their service during the past year.

V. New Business

Maxine Montgomery, Chair

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

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

Recommendation #1

We recommend the review and adoption of an online Equity, Diversity, and Inclusion (EDI) education tool required of all faculty/staff, students, and Board of Trustee members. Online EDI training should be required as part of new employee onboarding and new student orientation.

- Suggested responsible department: Human Resources and Student Affairs
- Funding: \$10,000 (recurring)

Billy Close moved to approve the above recommendation. Maxine Jones seconded the motion and the recommendation was approved unanimously.

Recommendation #2

We recommend the mandatory adoption and maintenance of Diversity and Inclusion Strategic Plans at the college and/or department level(s).

- Suggested responsible department: The governing administrative unit.

Craig Filar moved to approve the above recommendation. Miles Feacher seconded the motion and the recommendation was approved unanimously.

Recommendation #3

We recommend the implementation of the following recruitment initiatives:

- Require annual hiring/search training for all involved in hiring (i.e., Deans, Directors, Chairs, Hiring Managers, and Search Committee members).
- Require all searches for faculty in teaching and research positions as well as staff administrative and professional positions to include the submission of a Diversity, Equity, and Inclusion Statement as part of the application materials.
- Augment the current search committee training with a section on Equal Opportunity subject matter to include implicit bias in hiring and diverse pool development.
- Augment the current search committee training to include a section on Science, Technology, Engineering, and Math (STEM) search procedures.
- Require the inclusion of at least one or two underrepresented faculty for faculty search committees.

- Suggested responsible department: Human Resources
- Funding: N/A

Maxine Jones moved to approve the above recommendation. Cassandra Jenkins seconded the motion and the recommendation was approved unanimously.

Recommendation #4

We recommend the establishment of a Professional Development Program for administrative and professional and University support personnel system staff from underrepresented groups with a focus on leadership development and professional advancement.

- Suggested responsible department: Human Resources
- Funding: TBD

Billy Close moved to approve the above recommendation. Roxanne Hughes seconded the motion and the recommendation was approved unanimously.

Recommendation #5

We recommend the exploration, development, and implementation of a historically black college and university (HBCU) Faculty Exchange Program.

- Suggested responsible department: Academic Affairs
- Funding: TBD

Roxanne Hughes moved to approve the above recommendation. Miles Feacher seconded the motion and the recommendation was approved unanimously. An amendment was moved by Cassandra Jenkins. Jay Terry seconded the motion and the amendment was approved unanimously.

Recommendation #6

We recommend the development of an institutional mentoring program to provide support to Underrepresented Minority junior and mid-career faculty in relation to promotion and tenure.

- Suggested responsible department: Academic Affairs/Human Resources
 - Funding: at least \$75,000 annually and release time for coordinators
- Maxine Jones moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously. An amendment was moved by Michelle Douglas. Maxine Jones seconded the motion and the amendment was approved unanimously. A second amendment was moved by Jay Terry. Kevin Rutois seconded the motion and the amendment was approved unanimously.**

Recommendation #7

We recommend the expansion of and funding for faculty/staff Affinity groups.

- Suggested responsible department: Human Resources
- Funding: at least \$75,000 annually

Billy Close moved to approve the above recommendation. Jay Terry seconded the motion and the recommendation was approved unanimously. An amendment was moved by Cassandra Jenkins. Billy Close seconded the motion and the amendment was approved unanimously.

Recommendation #8

We recommend the expansion of the Bridge-to-Graduate School Programs targeting Underrepresented Minority undergraduates (e.g., Florida Agricultural and Mechanical University Feeder Program). We also recommend the re-establishment of the McNair Program.

- Suggested responsible department: Academic Affairs/Graduate College
- Funding: TBD

Jay Terry moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously. An amendment was moved by Jay Terry. Cassandra Jenkins seconded the motion and the amendment was approved unanimously. A second amendment was moved by Jay Terry. Cassandra Jenkins seconded the motion and the amendment was approved unanimously.

Recommendation #9

We recommend a University committee to review and revise graduate student Recruitment procedures with focus on ways of expanding the pool of underrepresented graduate student applicants. The group will be charged with addressing the following:

- Evaluating and studying whether standardized tests work against diversifying FSU's graduate school applicant and admission pool, and
- Researching the viability of eliminating and/or replacing standardized admissions tests, such as the Graduate Record Examination (GRE), to keep pace with changing national trends (e.g. some law schools now offer alternatives to the Law School Admission Test (LSAT) in admissions decisions.

Maxine Jones moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously.

Recommendation #10

We recommend the hire of additional admissions officers/counselors charged with the recruitment of underrepresented minority populations and mandatory diversity recruitment training for all other admissions officers/counselors. We also advise the creation of opportunities and training resources for faculty, staff, students, and alumni to engage with the recruitment efforts of underrepresented minority populations. Such efforts should involve the expansion of recruitment efforts targeting Title One Schools and the expansion of pre-collegiate, mentoring, and service learning.

- Suggested responsible departments: Academic affairs/Admissions/Colleges and Departments
- Funding: TBD/Increased staffing

Craig Filar moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously.

Recommendation #11

We recommend the development of a plan to increase funding and admission of Underrepresented Minority populations to the University's honors and scholarship programs (i.e., Honors Program; Service Scholar Program; and Presidential Scholars Program).

Such endeavors should involve the provision of additional resources for underrepresented-minority students to seek lateral admission to the Honors Program.

- Suggested responsible party: Academic Affairs/Honors Program/Admissions
- Funding: TBD

Maxine Jones moved to approve the above recommendation. Billy Close seconded the motion and the recommendation was approved unanimously.

Recommendation #12

We recommend the formation of a working group comprised of faculty/staff, students, and alumni to develop a plan for becoming a Hispanic Serving Institution using the document “Preparing to Best Serve Hispanic/Latinx members of the FSU Community” as a planning tool. We also recommend engaging in an institutional membership in the [Hispanic Association of Colleges and Universities](#).

- Suggested responsible department: Human Resources, Students Affairs, and Academic Affairs
- The university should appropriate a recurring \$9,000 annual allocation, with any necessary future incremental increases, for institutional membership in the Hispanic Association of Colleges and Universities.

Maxine Jones moved to approve the above recommendation. Craig Filar seconded the motion and the recommendation was approved unanimously. An amendment was moved by Miles Feacher. Michelle Douglas seconded the motion and the amendment was approved unanimously.

VI. Task Force Member Open Forum

Task Force Chair Maxine Montgomery described the process for submitting recommendations to President Thrasher. Task Force member Jay Terry asked about recommendations from the Recruitment, Retention, and Diversity Training Subcommittee to be passed up to the full Task Force. Staff will work with Jay Terry to determine next steps.

VII. Next Steps

Maxine Montgomery, Chair

Task Force Chair Maxine Montgomery reminded members of the final meeting of the Task Force scheduled for Wednesday, April 28, 2021 at 3:00 p.m.

VIII. Adjourn

Dr. Maxine Montgomery adjourned the meeting at 4:35 p.m.

.....