



FLORIDA STATE UNIVERSITY

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

MINUTES

Wednesday, April 28, 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, Roxanne Hughes, Nastassia Janvier, Cassandra Jenkins, Maxine Jones, Hannah Kelsey, Maxine Montgomery, Malik Osborne, Nan Rothstein, Kevin Rutois, Jay Terry, Greg Washington

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

April 21, 2021

Task Force Member Rawan Abhari moved to approve the April 21, 2021 meeting minutes. Task Force member Maxine Jones seconded the motion and the minutes were approved unanimously.

III. Public Comment

No public comment was requested for this meeting.

IV. New Business

Maxine Montgomery, Chair

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 Campus Climate and Historical Legacy Subcommittees, as approved unanimously by the Task Force, are as follows:

Campus Climate Subcommittee

Brandon Bowden

Campus Climate Recommendation #1

We recommend that the university reinstates and provides recurring funding in support of the One Book/One Campus Initiative (or its future iteration). A One Book/One Campus Committee shall be established in order to oversee this effort in relation to issues of anti-

racism, equity and inclusion. **Craig Filar moved to approve the above recommendation. Michelle seconded the motion and the edited recommendation was approved unanimously.**

Campus Climate Recommendation #2

We recommend the establishment of a Florida State University Community Relations Liaison Committee within the campus police department to include at least one student and faculty/staff member. **Greg Washington moved to approve the above recommendation. Cassandra Jenkins seconded the motion and the recommendation was approved unanimously. An amendment was moved by Jay Terry. Billy Close seconded the motion and the amendment was approved unanimously. A second amendment was moved by Billy Close. Jay Terry seconded the motion and the amendment was approved unanimously. **Miles Feacher requested the record reflect a vote of abstention from this recommendation. ****

Campus Climate Recommendation #3

We recommend that all University contracts and related agreements include terms and conditions that prohibit the utilization of prison and forced labor in addition to prohibiting 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. **Miles Feacher moved to approve the above recommendation. Brandon Bowden seconded the motion and the recommendation was approved unanimously. An amendment was moved by Brandon Bowden. Billy Close seconded the motion and the amendment was approved unanimously.**

Campus Climate Recommendation #4

We recommend that the President's Council on Diversity and Inclusion utilizes the Campus Climate Survey to improve the University in issues of anti-racism, equity, and inclusion. We also recommend that the Council creates and implements an evaluation system geared toward monitoring the impact of recommendations from President Thrasher's 2020-21 Task Force on Anti-Racism, Equity, and Inclusion. **Roxanne Hughes moved to approve the above recommendation. Maxine Jones seconded the motion and the recommendation was approved unanimously. An amendment was moved by Brandon Bowden. Craig Filar seconded the motion and the amendment was approved unanimously. A second amendment was moved by Craig Filar. Jay Terry seconded the motion and the amendment was approved unanimously.**

Historical Legacy Subcommittee

Maxine Jones

Historical Legacy Recommendation #1

We recommend that the University supports and sufficiently funds the creation and maintenance of an interdisciplinary Native American and Indigenous Studies Center. The Center would include a full-time director, an undergraduate major, a physical space, and programming. In addition to propelling FSU into a leading

institution for Native American and Indigenous Studies, the Center would also provide services and support to current and incoming Native American and indigenous students. **Maxine Jones moved to approve the above recommendation. Cortez Brown seconded the motion and the recommendation was approved unanimously. An amendment was moved by Cassandra Jenkins. Cortez Brown seconded the motion and the amendment was approved unanimously.**

Historical Legacy Recommendation #2

We recommend that the University partners with such entities as the Riley House Center and Museum, the FSU Civil Rights Institute, and the FSU Archives to highlight the University's history surrounding race, ethnicity, and representation. These efforts would include educational programs along with storytelling by students, faculty/staff, and alumni in the creation of archival material for public access. **Tom Block moved to approve the above recommendation. Cassandra Jenkins seconded the motion and the recommendation was approved unanimously.**

Historical Legacy Recommendation #3

****A motion to separate the "Historical Legacy Recommendation #3" and "Historical Legacy Recommendation #4" into two separate recommendations was made by Cassandra Jenkins. Nastassia Janvier seconded the motion and the recommendation was approved unanimously. ****

Contextualizing Narrative:

Deliberations on the part of the Historical Legacy Subcommittee surrounding Doak S. Campbell Stadium included a comprehensive review of available source documentation, public input, and the framework from the 2017-18 Advisory Panel on Naming and Recognition.

- March 17, 2021: 6-2 vote failed (maintain name); motion did not proceed (remove name)
- April 14, 2021: motion failed (maintain name)
- April 14, 2021: deadlock vote (3/3) on the recommendation below.

*add subcommittee members present/voting from minutes

Although the subcommittee did not reach a consensus on the naming issue, there appeared to be unanimous support for a high-profile recognition of black or underrepresented athletes at the Stadium.

Recommendation:

We recommend the permanent removal of the name "Doak S. Campbell" from public display at the football stadium. We also endorse the inclusion of recognition for Campbell's contribution to the University at the Heritage Museum or another designated museum. **Cortez Brown moved to approve the above recommendation. Michelle Douglas seconded the motion and the recommendation failed with 7 votes in favor and 12 against. An amendment was moved by Michelle Douglas. Maxine Jones seconded the motion and the amendment was approved unanimously.**

Historical Legacy Recommendation #4

We recommend the addition of a high-profile acknowledgement of the contributions on the part of black and other underrepresented minority student athletes at the stadium. The University and Athletic Department shall engage groups such as the FSU National Black

Alumni, Inc. Black Student Union, Black Student Athlete Association, and other appropriate groups to collaborate immediately on this acknowledgement. **Nastassia Janvier moved to approve the above recommendation. Michelle Douglas seconded the motion and the recommendation passed with 12 votes in favor, 1 against, and 3 abstentions. An amendment was moved by Nastassia Janvier. Michelle Douglas seconded the motion and the amendment was approved unanimously.**

Task Force Recommendation #1

We recommend the establishment of a permanent body comprised of faculty/staff, administrators, students, alumni, and community members that reports directly to the President, Provost, and Human Resources (Office of Equity, Diversity, and Inclusion). That body shall be charged with the following:

- Working alongside the Office of Equity, Diversity, and Inclusion in offering a practical, supportive body for students, faculty/staff, administrators, and alumni that upholds the University's commitment to diversity.
- Compensating members of the body with a stipend.
- Reporting on the barriers that students, faculty, staff, and administrators face at the University, with particular attention to anti-black racism.
- Fostering ongoing, authentic dialogue about race, racism, and anti-racism along with issues of gender, sexual, religious, and ability difference.
- Establishing a new institutional culture through the recommendation of programmatic and structural changes that address institutional racism.
- Monitoring the creation and maintenance of an Anti-Racism digital platform accessible through the University website documenting the primary outcomes of President Thrasher's 2020-21 Task Force on Anti-Racism, Equity, and Inclusion in the areas of history and culture, education, and representation. Such a platform might include links to related documents, a mention of ongoing concerns, and future objectives.

Suggested responsible units: President's Office, Provost's Office, and Human Resources
Funding: TBD **Maxine Jones moved to approve the above recommendation.**

Brandon Bowden seconded the motion and the recommendation was approved unanimously. An amendment was moved by Katrinell Davis. Maxine Jones seconded the motion and the amendment was approved unanimously.

The below recommendations were submitted by Dr. Jay Terry and were discussed by Task Force Chair Maxine Montgomery. No votes were taken on these recommendations. Chair Montgomery asked staff to follow up with Dr. Terry regarding these recommendations.

#1

Expand/implement a reputable mentoring program for Faculty that includes an emphasis on URM mentoring.

- Funding: \$200K recurring: includes reassign time, stipends and a coordinator for FDA.
- Suggested Responsible Department: Academic Affairs/FDA and OVPR

Note from Subcommittee Chair- This only differs from the initiative that was approved 4/21/21 in the funding amount.

#2

Expand the opportunity hires program for Faculty

- Funding: \$1M recurring: includes start-up packages with preference toward URMs, strategically selected for programs that sustain and improve research and teaching competitiveness
- Suggested Responsible Department: Academic Affairs and OVPR
- *Note from Subcommittee Chair- Discussion from 3/31/2021 meeting recommended an increase in funding rather than development of a new program. This is duplicative as President Thrasher approved increased funding for opportunity hires during the fall semester.*

#3

Create and fund a unit – URM Faculty recruitment team

- Funding: \$200K recurring o (\$150K recurring) 2 Positions: Recruiter and staff reporting to Provost o (\$50K recurring) Budget for travel and resources
- Suggested Responsible Department: Academic Affairs
- *Note from Subcommittee Chair- Discussion from 3/31/2021 meeting recommended that consideration should be for increased funding to support existing efforts rather than developing a new unit. At the 3/31/21 meeting we agreed that the proposal would be edited to remove the creation of a unit, but rather increased funding to support existing efforts. In my assessment This is the only remaining initiatives proposed by Dr. Terry that needs a subcommittee review and vote.*

V. Task Force Member Open Forum

A full recording of the Task Force Member Open Forum is available at president.fsu.edu/taskforce.

Task Force member Miles Feacher requested the record reflect his vote as “abstain” for Campus Climate Recommendation #2. Staff agreed to reflect this vote in the minutes.

VI. Closing Comments

Maxine Montgomery, Chair

Task Force Chair Maxine Montgomery provided a brief summary of the work of the Task Force and thanked members for their service.

VII. Adjourn

Dr. Maxine Montgomery adjourned President’s Task Force on Anti-Racism, Equity & Inclusion the meeting at 5:50 p.m.