



College of Business Task Force on
 Anti-Racism, Diversity, and Inclusion
 Meeting Minutes
 March 29, 2021
 1 p.m. – 2 p.m.

1. Committee member attendance

Latrecha Scott

Present: Bruce Lamont (Chair), Latrecha Scott (Co-Chair), Sebastian Ortiz Isaacs, Kawana Johnson, Chad Marzen, Chelsea Vaughn, Britney White, Gabrielle Dolan, Kimberly Dozier, Gonzalo Molina Sieiro

Absent: Brittany Houston, Garret Tumlin, Tatiana Fajardo, Victoria BienAime

2. Recap and requests from EDI

Bruce Lamont

At our last meeting, Michelle Douglas from the university diversity and inclusion office was our guest presenter. During this meeting, she shared documents and plans related to the university diversity initiatives. She agreed to share documents electronically after the meeting for the entire committee to review. Since that time, Dr. Lamont has requested copies of the plan, the diversity survey, and salary data for COB staff by ethnicity and gender. As of this meeting, he had not received this information, but will continue to follow-up.

3. COB Diversity Data

Bruce Lamont

Dr. Lamont shared some COB data with the committee. Data was glaring and showed that numbers are slightly increasing. However, it is not a consistent representation of the state of Florida. Latinx recruitment is better than black recruitment, but there is a clear need to do a better job recruiting black, Latinx, and female faculty overall. See breakdown for faculty and students below.

FACULTY

COB Full time Faculty		2016	2017	2018	2019	2020
Black	6 (5.2%)	6 (5.6%)	5 (4.3%)	6 (4.9%)	6 (5.1%)	

Latinx	4 (3.5%)	4 (3.8%)	3 (2.6%)	4 (3.3%)	4 (3.4%)
Female	34	28	34	33	31 (26.5%)
Total	115	106	117	122	117
University Full time Faculty					
Black	109	110	132	139	147 (6.3%)
Latinx	97	104	118	127	120 (5.1%)
Female	953	963	1033	1081	1082 (46%)
Total	2164	2180	2305	2360	2351

STUDENTS

COB Black Undergraduate Students					
	2016	2017	2018	2019	2020
% of Total	4.6	4.6	4.8	5.1	5.6
University Black Undergraduates					
					2020
% of total					9.3
COB Latinx Undergraduate Students					
% of Total	17.3	18.5	19.3	19.9	20.9
University Latinx Students					
% of Total					19.9
COB Black Graduate Students					
% of Total	7.2	6.7	5.8	5.2	9.2

University Black Graduate Students					
% of Total	8.4	8.1	9.1	9.3	11.5
COB Latinx Graduate Students					
% of Total	9.5	11.5	10.9	14.3	16.2
University Latinx Graduate Students					
% of Total	8.8	10.1	10.6	11.5	12.9

The question was raised as to whether we can receive feedback from faculty that is received during their exit interviews. Dr. Lamont noted that this is very unlikely, but anecdotal evidence shows that salary issues, lack of opportunities for advancement, and inclusion are some of the concerns that faculty members voice.

4. COB Alumni Feedback

Lamont/Vaughn

Chelsea shared some self-reported data that was received from a pool of College of Business alumni (over 45,000). They were asked to complete a brief survey if they are alumni from underrepresented groups who own a business or have founded a business. Feedback was disturbing as some respondents asked to be removed from the listserv or shared their belief that the diversity focus is unnecessary or as one respondent noted “ridiculous and misdirected.”

5. COB Diversity Climate Survey

Bruce Lamont

6. COB Strategic Plan Update

Chad Marzen

Chad provided an update from the faculty diversity committee. Two issues they are working on are getting the committee established as a permanent committee within the College of Business and having the committee included in the 2022-2026 COB strategic plan. If the university has diversity and inclusion as part of the strategic plan, the College should have this as well. Two recommendations are to increase the number of diverse students within the College and retain diverse faculty and staff.

7. COB GPA policy plans

Lamont/Marzen

The College is considering changing the admissions GPA from 2.9 to 3.0. This will have an adverse impact on diversity within the College by disproportionately affecting students from underrepresented groups. A proposal is in place to carefully consider the

effects of this change and to see what additional factors outside of GPA could be considered. This committee will recommend that the College not change the GPA requirement because of the proven adverse impact on diversity.

8. Social Media

Tumlin/White

Garrett and Britney W. both prepared a wonderful social media presentation and plan on how to move diversity and inclusion forward in the College of Business. The university Equity, Diversity, and Inclusion office put a hold on this effort. Dr. Lamont would now like to move forward and have Garrett/Britney present the plan at the next committee meeting.

9. Form Recommendation Subgroups

Bruce Lamont

A set of subgroups was developed to move this process forward and members were asked to volunteer for the group(s) of choice. Subgroups will meet by mid-April and share recommendations with the larger group by the end of April. A Doodle poll will be sent in the coming days to schedule the follow-up meeting. Current subgroups and members are listed in the chart below. Those that did not attend this meeting can choose a group(s) and they will be added to the list. Our challenge over the next month is to develop recommendations that we can take to our leadership by the end of the semester.

Current Recommendations (to be refined and adopted at a future meeting) are listed below:

1. We recommend that the College of Business make the Diversity and Inclusion Committee a permanent standing committee of the college by including it in its by-laws.
2. We recommend that the College of Business include improvements in diversity among students, faculty and staff and improved diversity climate in all future strategic plans.
3. We recommend that the College of Business, through its Diversity and Inclusion Committee, conduct an annual diversity climate survey of the students, faculty and staff.
4. We recommend that the College of Business carefully review any policy changes in light of potential adverse impact on underrepresented students, faculty, and staff in the college and to avoid those policies or changes in policy where adverse impact is likely or documented.

**COB Anti-Racism Task Force
Subcommittee Members**

1. Recruitment and retention of underrepresented undergraduate students
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2. Recruitment and retention of underrepresented graduate students

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3. Recruitment and retention of underrepresented faculty

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4. Recruitment and retention of underrepresented staff

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5. Diversity and Inclusion Climate

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6. Diversity and Equity

Kimmah Dozier-Burt kad20ci@my.fsu.edu

7. Diversity and COB Leadership

Bruce Lamont blamont@fsu.edu

10. Future meetings for presenting and refining

Recommendations: Mid and End of April

Have recommendation by mid-April and send to Dean Hartline by end of April

A Doodle Poll will be sent to finalize those meeting dates.