College of Business Task Force on
Anti-Racism, Diversity, and Inclusion
Meeting Minutes
November 12, 2020
1:05 p.m. – 1: 34 p.m.

1.  **Committee member attendance**                                                                      **Latrecha Scott**

    **Members in Attendance:** Bruce Lamont (Chair), Latrecha Scott (Co-Chair), Sebastian
    Ortiz Isaacs, Kawana Johnson, Chad Marzen, Chelsea Vaughn, Britney White, Brittany
    Houston, Victoria BienAime, Gabrielle Dolan, Kimberly Dozier, Tatiana Fajardo, Gonzalo
    Molina Sieiro

    **Absent:** Garret Tumlin, Shanna Daniels

    **Student Guests:** 3 undergraduate students

2.  **Welcome**                                                                                          **Bruce Lamont**

3.  **Undergraduate Listening Session (3 minutes each speaker)**
    Gabrielle Dolan, Student Facilitator and Committee Member

    Facilitator welcomed each person to the meeting and then opened the floor for
    discussion. Students were encouraged to put their name into the chat to notify the
    facilitator of their interest in speaking.  The facilitator provided a brief overview of the
    committee and explained our desire to hear directly from the students about what they
    want to see from the committee. They were also encouraged to share their feelings
    about the College as a whole.  The committee chair shared that a similar listening
    session will be held on Nov. 18th with graduate students. Other sessions are being
    scheduled for faculty and staff.  The co-chair invited student guests to introduce
    themselves to the task force. One student introduced himself and shared his interest in
    the committee and how he learned about the opportunity. The student did not have any
    immediate concerns but was encouraged to reach out to the task force later or
    complete the survey if any ideas came to mind. The chair shared a link to the survey in
    the chat box for those that were uncomfortable speaking freely in the Zoom format. It
    was reiterated that our sincere attempt is to ensure that we foster diversity within the
    college and take into consideration the needs of others.

Another task force member noted that students may feel put on the spot and a bit uncomfortable speaking to the group in this setting. She also shared an example from her workplace to demonstrate how people may cover things out of fear that they will not be accepted. The question that was posed to the group was "what are some things that you cover and why do you feel the need to cover those things?" A few examples that were shared included covering one's sexuality and not wearing natural hair at work.

The committee chair reiterated our desire to hear the "lived experiences" of students in the college so that we can learn what we are doing well and what things we may need to improve. This is a sincere effort to gather data to see where our needs might lie and if any areas of systemic racism need to be addressed. He noted that we will need a baseline to see what is going on in the College so that we know where to go from here.

Another question was posed about what the students may appreciate about the College and the University. Examples that were shared included the constant email updates, webinars, advising drop-in hours, and the many student organizations.

Other questions presented to the students included:
- What is the best way to get a baseline of student opinions to see what we can do as a task force?
- How have your experiences changed since we pivoted to remote learning?

Moving forward there will be opportunity for hybrid learning so we want to be intentional about any pitfalls and gaps that exist there and try to get to the bottom of them as we create those systems.

The following committee member responses were received:

"This issue of remote learning brings up some interesting things. One of my friends is a middle school teacher. We know that socioeconomic status is correlated with race and one of the things they have had to work out in Leon County before they went remote is that you need access to certain products and services in order to be able to take advantage of remote learning . One thing we may want to think about as a committee is if this is going to be an issue for FSU students moving forward. In the College of Business, we received emails saying that students could potentially borrow equipment. I wonder how much of that was thought through as a systematic response vs. someone just throwing the idea together. Do all of our students have access to the resources they need to take advantage of remote or hybrid learning? If not, is this something we need to explore further?"

In response, a committee member shard the following:

"Weekly meetings are held with the academic technology team and the COB IT team. Those conversations are being had. We discuss how do we fix this in a systemic way when students are going through the application process and finding out what technology will be needed not just from when they are joining our program, but will it

get them all the way through the end of the program without needing to refresh their technology and spend more money. The virtual lab is being expanded o the conversations are happening and much like this listening session, we want input so that we can make sure we do this the right way."

Another member noted that not all the material student's need is technology based. "One thing that I have done in my classes is bought a copy of my own textbook that I then put in the library so the students can check it out without having to purchase it. Now with remote learning, they may not be able to access the book in the library or they might not be comfortable accessing it in the library. They no longer have that resource available."

As the meeting came to an end, students were given another opportunity to speak before opening the discussion to more committee member input.

Students were thanked and given the option to stay on the call or leave.  No additional student input was provided.

4. **Committee Open Discussion**                                    **Bruce Lamont**

Next meeting:  November 18th 10 am – Graduate Student Listening Session led by a graduate student

Website update: Suzanne Barwick's team has started building a website for the task force. It will include meeting minutes along with any reference documents that people may send. All task force members will be listed on website and a way to contact the committee will be listed as well. This will more than likely be the committee co-chair. Any recommendations and products from the committee will also be posted to that website.

A climate survey has been shared with students, faculty, and staff. Most items on the survey have all come from established and validated diversity scales with a little modification. We should be able to get some good data this way.

An additional survey was shared with faculty and staff to determine how they want to participate in providing feedback (e.g. survey, listening session, individual meeting with outside consultant).

An outside consultant has been hired to run the faculty/staff listening sessions or individual sessions.

The floor was opened for further discussion and Q&A. Students were thanked for attending and asked to encourage other students to complete the survey and provide feedback. Discussion points in minutes will remain anonymous.

Meeting was adjourned at 1:34 p.m.