



College of Business Task Force on
Anti-Racism, Diversity, and Inclusion
Meeting Minutes
October 28, 2020
10:00 a.m. – 11:15 a.m.
Location: Zoom

1. Committee member attendance

Members in Attendance: Bruce Lamont (Chair), Latrecha Scott (Co-Chair), Kimberly Dozier, Sebastian Ortiz Isaacs, Tatiana Fajardo, Kawana Johnson, Chad Marzen, Shanna Daniels, Chelsea Vaughn, Britney White, Brittany Houston, Garrett Tumlin, Victoria Bienaime

Absent: Gonzalo Molina Sieiro, Gabrielle Dolan

Guest: Dean Michael Hartline

2. Welcome and committee charge

Dean Hartline shared his vision for the group and highlighted some of the strengths/connections of the members that were selected to take part. Dr. Lamont was chosen as chair because of his participation in the university-wide diversity committee. Therefore, he will be an excellent link to ensure that what we do as a college is aligned with the university goals. Dean Hartline would like to see systemic and structural changes within the College. He also shared that he has provided Dr. Lamont an updated document that lists all the diversity and inclusion activities that the College is already undertaking.

3. Updates from University Task Force

Dr. Lamont shared his concerns about whether to record our meetings or designate a notetaker. Tatiana suggested that we take notes so that members would not feel hindered in sharing their thoughts. Kawana volunteered to serve in this capacity.

Dr. Lamont proceeded to provide an update on diversity and inclusion activities that are currently taking place at the university level. Areas being addressed are faculty recruitment and retention and the dean's accountability initiative. The faculty recruitment and retention policy for underrepresented groups is slated to go to the full anti-racism task force soon. This will provide funding and guidelines for opportunity hires. One subcommittee is reviewing diversity training videos and other packages. None have been approved at this time. Another group is working on a university-wide

climate survey. Dr. Lamont is not sure, yet, if the data is being collected at the college or department level. The committee on university naming is the most contentious committee and is currently receiving the most activity. They are reviewing the name of Doak Campbell Stadium, the Seminole Logo, and the names of various other buildings on campus. Another subgroup is working on fundraising for diversity and inclusion activities on campus. Fundraising documents have already been drafted. These funds will help generate dollars to hire faculty to run programs and expand services offered by Michelle Douglas' diversity and inclusion office. All meetings are open to the public, so committee members are welcome to attend.

Dr. Lamont has asked for a diversity website for our COB committee to house minutes and documents. He hopes to have that done by Friday, Oct. 30th.

4. Committee Open Discussion

The following comments/suggestions were made by committee members:

- Obtain empirical data on where we are now and how we are progressing (e.g. #of minority students, faculty, staff, etc)
 - Dr. Lamont shared that this information is available on the FSU Institutional Research website which was shared with members at the end of the meeting (<https://www.ir.fsu.edu>)
- On June 3, 2010, 9004 students signed a petition requesting that a race and ethnicity course be required of all FSU students to fulfill graduation requirements.
 - The faculty diversity committee is working to incorporate more diversity and inclusion into the curriculum and expressed interest in knowing more about this petition.
- The MBAA is hosting a panel discussion with students, faculty, staff, and alumni around diversity and inclusion. All members of the committee were invited to attend on Nov. 19th. Specific details will be shared via email.
- Another member mentioned that her company is kicking off a tool that will help the company better understand its employees (e.g. self-identification tool through their resource management system). It allows employees to talk about their race, sexuality, gender, and non-gender expression. Not sure if this is something that FSU has, but a self-identification tool could help guide what we are looking to achieve. Otherwise, we are making goals without truly understanding who we have at the university.
- Question was raised whether the climate study will go to students or just faculty/staff. The answer to this question is not known yet. The initial committee discussed surveying students, faculty, and staff. However, it was only going to capture the climate for the university as a whole. Argument was raised that there are too many differences across campus and to get one average score for all students, faculty, and staff did not make a lot of sense. We don't know where things are right now. Another member mentioned that this would also hide problem areas within colleges and schools. We need the climate data mapped to the deans so that we can hold them accountable and that would not happen if it was just a university-wide survey. Another question that was raised was "if they are not going to drill down by College, how are we to pinpoint specific D&I goals

for the College of Business?” If the university does not drill down by department with their climate survey, the COB is willing to pay for a climate survey for our College. The committee chair will inquire further from the university task force on how the university-wide survey will be handled and should have an answer within the next 2 weeks.

What do we want/need to accomplish?

- The committee chair shared the following things that we should be thinking about as a group:
 - Developing a diversity and inclusion plan
 - Suggestion was raised to modify the COB strategic plan to make diversity a more central component. Currently D&I is not a central part of the strategic plan or the college’s mission.
 - Add diversity training to our agenda. University plans are not set in stone yet. Think about who needs to take diversity training, when do we need to require it (e.g. before any departments hire new faculty, etc)
 - Host listening sessions (students, faculty, and staff)
- The chair then opened the floor for additional suggestions:
 - Address some of the opportunity gaps that exist for minorities and women. Lots of national programs exist (e.g. SEO, MLT) that widen the alumni base and provide sponsorships for minorities. Pay and progression is substantially different for students that participate in programs of this nature. An official initiative to get more minority students involved would be helpful. For example, only 2 FSU students participated in MLT one year while UF had 39. Stress the opportunity gaps.
 - Question was raised about career services for COB students. Faculty are receiving more inquiries from students about career preparation. Information was shared about some of the career resources that we have, but it appears that this might not be enough. While the Career Center offers services for all students, the group of people providing the services are not diverse. Therefore, their opinion and what they had to say, may be different from what a minority student may experience. Minority students may feel more comfortable reaching out to minority faculty/staff for career assistance than connecting with non-minority career professionals at the university. Another member shared that this is a real problem that happens even when you progress in corporate America because we have leadership that does not look like the employees or clients. This could be something that our committee considers as part of our role in being a resource for affinity groups in departments to show them where the gaps are and maybe make suggestions that will help them improve their marketing or their approach for supporting students.
 - Suggestion was made to have more than 2 listening sessions so that we can truly hear what people are experiencing. Separate them by population – student, faculty, staff. Another suggestion was to make sure that these sessions are anonymous so that participants are not hindered in their sharing. If we can outsource to a vendor, Gallop was suggested as

an option. They do polls and surveys that can remain anonymous. We won't be able to be effective in setting goals or programs until we hear from those in the College. Otherwise, we are shooting in the dark. Hopefully these sessions and the climate survey will help us drill down and target some of these initiatives. Then we can make some recommendations that are mapped back to some of the data that we have from these listening sessions.

- Question was posed about the name of the task form – “Diversity & Inclusion, Anti-Racism.” Anti-Racism is very different from diversity and inclusion. With Anti-Racism, are we looking at processes and systems that keep people suppressed?
- Additional questions posed: Is the College or University going to have a dedicated resource on a full-time basis to drive this work beyond the work of the task force? How does the work of the task force align with the diversity and inclusion committee at the College? If there is overlap, we should unpack that so that we know what our goals are as a committee and how we partner?
- Additional discussion was focused around admissions data, disabilities, gender inequality, and the virtual learning experience.

5. Helpful Websites

FSU Institutional Research - <https://www.ir.fsu.edu/>

Diversity & Inclusion in Research and Teaching Organization - <https://directo.fsu.edu/>

Homework: Look at institutional research data. Let Dr. Lamont know if you see areas that are not being addressed. Also view the diversity and inclusion website for the university to see what affinity groups and student ambassadors that we already have.

6. Future meetings

Listening sessions are where we need to start. Dr. Lamont will try to schedule some by group (e.g. student, faculty, staff) in the coming weeks/months so that we can hear what people's concerns are and move forward from there. Dr. Christiansen's class (GEB 5932) was suggested as a starting place for a student session. Once we conduct the listening session's we will decide the frequency and timing of our committee meetings.