Minutes

Present: Sara J. Doyle, Yasmine Ergas, Urbano Garza, Paul Lagunes, Nina Sawhney, Krystal Tena, Manuel Vazquez Cano, Kiara Reed, Anne Waters, Li Zhou

1. Admissions Event – Friday, November 14th
   - Volunteers contact: Alvin Carter at ajc2160@columbia.edu
   - Note the change in date from October 31st to November 14th
   - All Task Force members are encouraged to attend
   - Recruitment of students is on-going in the city and tri-state area
   - Urbano will continue to provide updates
   - Agenda and schedule to come

2. Multicultural Competence Workshop during Orientation
   - In terms of the evaluation, students were asked: If the workshop had not been mandatory, would they chosen to attend? Answer: 47% would and 53% would not.
     - Areas to explore or consider:
       - this was the first year therefore there is not a prior year or workshop to compare this evaluation to;
       - look to see if the feedback concerning the sexual harassment and gender-based discrimination is similar – perhaps there is bleed over from other parts of orientation affecting these results;
       - the workshop is still worth having, but some changes can be made to increase satisfaction.
     - Several factors affected the environment of the workshop, including no air conditioning on a hot day and loud fans making it hard to hear the speaker, the registration system went down just before the workshop creating frustration on the part of many students.
     - The workshop was conducted in a large group format – student feedback suggests creating smaller groups for a safer space. Exploration of how this workshop could be delivered in small groups was discussed. A possible option is training second year students or faculty as facilitators.
   - Despite some critical feedback, students understand the good intentions of the workshop. The topic was heavy for some, but may not have been accessible for everyone.
   - A suggestion made is to explore how this could be a part of a core course, so engagement is more classroom based, with classroom conduct expectations.
• Urbano will send out orientation evaluation results and is looking to plan what is next for these students, to continue this discussion.

3. Communications
• Urbano – An announcement to the SIPA community should ready by the end of the month (also see “Website” below)

4. Nina Sawhney
• Race Mainstreaming
  o Looking into workshop topics and options
  o A group called Race Forward builds toolkits for workshops. They are NYC based and there is a list of workshops on their website: https://www.raceforward.org/
  o Nina and other students will gather more details and develop a proposal to present to the Dean for consideration
• Prof. Ergas suggested an intersectionality workshop, which could help students with their capstones if held before capstones begin.
• Explore connecting this with professional development.
• There should an emphasis on the importance of the experience and building connections to peers/friends/professional network.

5. Website
• Idea to create a webpage for the Diversity Task Force, to include: mission, contact information, grievance form, meeting minutes, resources in SIPA and Columbia communication.
• This is a priority of the Dean and she wants a visible record of her commitment.
• Placement on the student experience website.
• Reach out to alumni of color for engagement and scholarship donations.
• Create a space where students can share or make suggestions.
• The Task Force must consider the expectation that is being set with the information on the website and a commitment on the part of everyone in the Task Force would be essential.

6. Other
• We must help define and answer for students – why is this important? And how do we communicate that to students?
  o If there are suggestions, follow-up with Urbano.
  o Suggestion made: have a representative from each concentration or specialization in a short video or email campaign.
  o Have Peer Advisors send surveys to students, to increase completion rate (3-5 questions)