

Task Force to Confront Structural Racism at St. Olaf College  
June 25, 2020 1:30pm-2:30pm CDT  
Task Force shared Team [Drive](#)  
(accessible to ALL faculty and staff, and will eventually  
be open to student participants in this task force as well)

### Introduction

- Subcommittee selection: Each person in attendance will be asked to select a subcommittee to meet with during the breakout session later in the meeting.
- Meeting Attendance and Voting: Task Force members who can't attend a Zoom meeting won't be able to vote, but they may submit comments about the vote in advance. (Items that will be put to a vote will be circulated in advance on an agenda like this.)
- Access to Documents: Our work is fully transparent, so anything on the team drive may be accessible to anyone with a St. Olaf login. Are there concerns about this?

### Zoom Poll Vote

*Decide about various issues that have come up in the past week. **Any issues we plan to vote on will be included in the draft agenda so you can consider them ahead of time and send any additional thoughts to the organizational team at [tfcsr-admin@stolaf.edu](mailto:tfcsr-admin@stolaf.edu)***

- Alumni Involvement: Alumni have expressed interest in supporting the work of the Task Force. It seems there are 3 options (**Please send alternative language if you have other ideas and we'll include it in the vote to [tfcsr-admin@stolaf.edu](mailto:tfcsr-admin@stolaf.edu)**):
  1. Should we invite individual alumni who express interest to become members?
  2. Should we send out a call to alumni to join, as we did for faculty and staff?
  3. Or should we ask the liaison committee to establish communication with alumni instead of inviting them to be members of the Task Force?

### RESULTS ([link to voting data](#)):

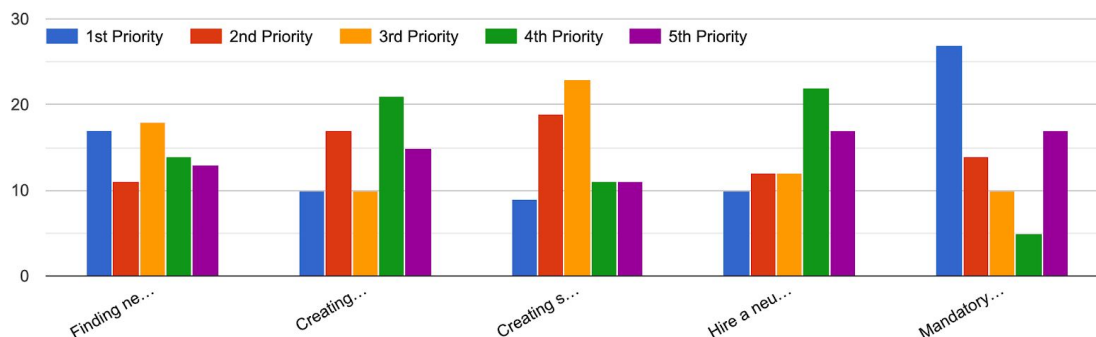
ask the liaison committee to establish communication with alumni instead of inviting them to be members of the Task Force	invite individual alumni who express interest to become members	send out a call to all alumni to join, as we did for faculty and staff
50 votes	3 votes	2 votes

### First Immediate Action Step

*Discuss the results of the vote on our first immediate action step. The majority of members surveyed selected "Mandatory anti-racism training for faculty, staff and students" as the first action step that will be pursued by the Action Step Subcommittee. Next, we plan to solicit feedback from all faculty and staff about this action plan, with specific interest in hearing from BIPOC faculty.*

- We plan to send an anonymous survey to all faculty and staff after Thursday's meeting which solicits feedback on the decision about our first immediate action step.
- The Immediate Action Subcommittee should meet to consider the survey results after Monday when the survey is due. They should decide if the comments received in the should influence the determination of the first action step, and report back to the broader Task Force on their decision during our next meeting on Thursday, July 2nd or Friday, July 3rd.
- **Results of the survey are depicted in the image below:**

Rate the following action steps which emerged from our first meeting in order of priority. What do you think we should work on first?



**The action steps in the graph above are the following (left to right on the graph)**

- *Finding new training, evaluation, and other tools to support innovative classroom pedagogies when they create friction for white students who are challenged by these methodologies*
- *Creating mediation and outside counsel mechanisms to assist in evaluative processes for faculty and staff*
- *Creating safe spaces for faculty and staff of color to meet and find mutual support (as the Taylor Center functions for students, for example)*
- *Hire a neutral third party without alumni or professional college ties to anonymously document Black, Indigenous and POC faculty, staff, and student experiences at St. Olaf*
- *Mandatory anti-racism training for faculty, staff, and students (in some form)*

### Meet in Subcommittees

*In advance of this meeting, please decide which subcommittee you are most passionate about working on, as there will be time to meet with only one subcommittee during this meeting (you may be working on multiple, which is fine!).*

- **Everyone should expect to participate in a subcommittee breakout session during this meeting.** If you're not sure which subcommittee to commit to yet, this is an opportunity to check out one you think you might be interested in.
- Choose staff and faculty chairs, if no-one has indicated they are interested in the role. Just a note on this role—it is really about getting work done, not about “status,” so if you have anti-racism training or are planning on working on this this summer, can run a meeting, delegate and follow up on work that needs to be done, please consider volunteering for this role in your subcommittee. We are envisioning at least one staff and one faculty as co-chairs for each subcommittee at this point, and a student co-chair once students are incorporated into the Task Force officially.
- Choose a first meeting date for your subcommittee
- Begin to discuss the purpose of your subcommittee, goals (can be formalized at a subsequent meeting), and immediate next steps.

### Final Zoom Vote to determine next meeting date/time

- Thursday, July 2nd or Friday, July 3rd (Reports from Immediate Action Committee and Student Involvement Committee Due)

- **Poll result: Thursday, July 2nd from 2:00-3:00pm Central (41 out of 50 votes)**