

Task Force to Confront Structural Racism at St. Olaf College  
July 2, 2020 2:00pm-3:00pm 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)

**Facilitator: Theresa Heath**

**Introduction**

**Review Guidelines / Best Practices - [Theresa Heath]**

1. We reiterate one of **our core precepts**: “This group is open to anyone, but it is spearheaded by White faculty and staff members who will take full accountability for its actions. We will seek advice from the whole faculty and staff about plans we wish to advance, but will be most interested in feedback from non-White faculty and staff. Such feedback will be treated with confidentiality if requested.”
  - We recognize the inherent tension in our desire to hold White staff, faculty, and students accountable for taking up this work in an effort to relieve the constant labor of education and move to change by BIPOC staff, faculty, and students, and our desire to listen to BIPOC voices as we design our action plan.
  - Building relationships based on trust will take time, these conversations will be ongoing.
  - **The Overarching Organization and Logistics Subcommittee is working on an idea to establish equitable collaboration with BIPOC faculty, staff, and students, and will submit a proposal to the Task Force for consideration in advance of our next meeting.**
  - We welcome thoughts and acknowledge work that has been done - a document has been created [at this link](#) to collect ideas from the whole Task Force.
2. We also recognize and support **the work of other groups** mobilizing on campus and we do not wish to center this Task Force's efforts above those. Our precepts structure our work, and have been there since the beginning. This is not the only type of work that needs to be done.
3. **Concrete actions** we are taking are inspired directly by Dr. Michelle Gibbs and Dr. Lisa Moore's letters. Dr. Gibbs has contributed a **response to the Task Force work** [which you can READ at this link](#). As mentioned in point 1 above, it is critical to our work going forward to be in dialogue with BIPOC faculty, staff, and students in the way Michelle has suggested. We know that building these relationships will take time and trust, and we are intentionally working on this.
4. As members of this Task Force, when we as individuals send out communications on behalf of the whole group or a subcommittee, **we must each be responsible for checking in** with other members to make sure we are on the same page. For example, when communicating on behalf of your subcommittee, please first check in with the other members and then be sure to sign your email, “On behalf of the [insert your committee name here], [your name].” If you are communicating on behalf of the whole Task Force, please check in with the Overarching Organizational and Logistics Subcommittee if you are unsure, and then sign your email, “On behalf of the TFCSR, [your name].” Have a doubt? Best to check in with your Task Force mates.
5. **Subcommittee intercommunication**: The work we do in different subcommittees will be interrelated. Please cc the members of a subcommittee and ask if there might be a point person to contact when your subcommittee is working on something that interfaces with a different subcommittee. In order to facilitate

this, **please create a listserv for your subcommittee**. The listservs that already exist are noted in Row 4 of the TFCSR Leadership Areas [spreadsheet at this link](#).

**(2:08pm) Zoom Vote to determine next meeting date/time - [Rehanna Kheshgi]**

- **Thursday, July 16th, 1:00-2:00pm**
- Brief Reports from all Subcommittees due on how they will contribute to Concrete Action #1
- We anticipate inviting student members to join us for the next meeting.

**(2:10pm) Student Involvement Subcommittee Report ([READ IT HERE](#)) - [Elizabeth Jensen]**

**(2:20pm) Concrete Action #1 Subcommittee Report ([READ IT HERE](#)) - [Jane Becker Nelson]**

**(2:30pm) Breakout Rooms (randomized, 4 people, 10 min) to process Concrete Action #1 Subcommittee Report - [Rehanna Kheshgi]**

- Contribute thoughts during this breakout session in [the document at this link](#) to share with the larger group before we vote.

**Zoom Poll Vote - [Alyssa Melby and Kelly Figueroa-Ray]**

*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)*

- **(2:40pm) Brief silent reflection on submitted comments from breakout rooms** (5 mins)
- **(2:45pm) First Immediate Action Step** - Vote on the two options below:
  - **Result: 34/49 (76%)** Mandatory anti-racism training for faculty, staff, students, the Administration and the Board. Training shall be mandatory, sustained, face-to-face (via video if necessary), and offer different spheres/tracks for people identifying as White vs. BIPOC.
  - **Result: 11/49 (24%)** Finding new training, evaluative processes, and other tools and methods to support innovative classroom pedagogies when they create friction for White students who are challenged by these methodologies.

**(2:50pm) Call to join subcommittees - [Kelly Figueroa-Ray]**

- To join the new **Student Membership subcommittee** (or find out more information), please email [tfcsr-students@stolaf.edu](mailto:tfcsr-students@stolaf.edu). The next meeting (if you can make it) is July 8th at 1pm Central. Check the [Master TFCSR Calendar](#) or email us for information.
- To join the **Concrete Action #1 subcommittee (Mandatory anti-racism training)**, please contact [tfcsr-admin@stolaf.edu](mailto:tfcsr-admin@stolaf.edu) or the members listed on [the leadership roles spreadsheet at this link](#).

**(2:53pm) Other Subcommittee Check-ins (If anything to share) - [Rehanna Kheshgi]**

- **In case we run out of time, please add any updates or questions for admins/subcommittees here:**

**Next Meeting: Thursday, July 16th, 1:00-2:00pm**

- Brief Reports from all Subcommittees due on how they will contribute to Concrete Action #1
- Designate a member of your subcommittee to liaise with Student Membership Subcommittee.
- We anticipate inviting student members to join us for the next meeting.