

Task Force to Confront Structural Racism at St. Olaf College
July 30, 2020 1:00pm-2:00pm 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)

Prep work for this meeting

- Subcommittees should have concrete actions clearly laid out to report back on how they will contribute to Action #1 - actions should be planned. Each committee please add these to [this combined document](#) (you can paste in a URL of your work if that's easiest)
- Read [communications guidance document](#) from the Liaison subcommittee
- Update the members of your Subcommittee in the [TFCSR Leadership Areas Spreadsheet](#)
- Each subcommittee should have already identified a point person to work with the Student Membership Subcommittee
- If new, review [the Task Force's precepts](#)

Lead Facilitator: Kelly Figueroa-Ray

Introductions and Reminders (Alyssa Melby)

- Rename yourself by adding your subcommittee to your name for breakout groups later (Kelly Figueroa-Ray)
- AND (if desired) Change your name if you'd like to remain anonymous (raise hand if you need help). Recording will start after time is given for you to change your name.
- Welcome to students and new members! ([share precepts on screen](#))
- There is a [resource document](#) that includes anti-racism education opportunities.
 - Invite brief responses from any members who have participated in Academics for Black Survival/Wellness training.
- If you receive an inquiry about TFCSR work and aren't sure which subcommittee could best respond, forward to this "inquiry" listserv (tfcsr-inquiries@stolaf.edu), monitored by Fiona Carson and Deanna Thompson.
- Do you need "manager" access on the Google Team Drive to be able to move and delete files? And/Or "manager" access to the master TFCSR calendar in order to schedule meetings? Contact Kelly at figuer2@stolaf.edu
- Keep it up! Our work as a Task Force has impacted college administration (transparency - sharing meeting agendas)
- Transparency: Videos of full task force meetings will be public to the wider world (breakouts and other sections as requested are not recorded). If you have information you're not comfortable sharing aloud, share privately in a chat with an admin. This ensures we have a public record so people know what we are doing!
 - In order to remain anonymous, individuals can take the following actions:
 - Change their name to "anonymous" when entering Zoom
 - Turn off their camera
 - Only use the chat to contribute ideas
- One model for facilitating subcommittee meetings (being used by Action #1 subcommittee):
 - Meeting Facilitators — draft agenda, add it to the Task Force calendar event one day before the meeting with a message reminding people about the meeting; make sure there is a Meeting note taker, make sure the Next Date is chosen, make sure the next Facilitator(s) are chosen
 - Meeting Note Taker — takes notes in red during the meeting on the agenda doc; sends out the post-meeting email (summary of meeting with action steps and link to meeting notes; schedules the next meeting in the Task Force Calendar
- Zoom Vote to determine next meeting date/time

- **Thursday, August 13th, 12:00-1:00pm**

Initial Description of BIPOC Subcommittee Proposal (Kelly Figueroa-Ray)

(1:20) Student Membership Subcommittee Report (Melissa Melgar)

- [20200730 Student Membership Subcommittee Report](#)
- [TFCSR-Invite to Students - Basic Template](#)

(1:25) Liaison Subcommittee Report (Jeremy Loebach)

- [PDA letter](#)
- [PDA Email response 7/30](#)
- [Communications Guidance](#)
- [Website](#)
- We are happy to take any feedback or suggestions at tfcsr-liaison@stolaf.edu

(1:35) Collaboration Time Breakouts (15 minutes) - [Please have a scribe take notes on this document.](#)

- Research and Funding (funding independence for TFCSR cultural tax--labor not compensated or included in tenure and promotion)
- Ole Culture, Students and Staff (how can Ole Culture inform work of Student and Staff subcommittees)
- Immediate Action #1 and Liaison (how do we push for change: negotiation, transparency, etc.)
- Students, please remain in the large group meeting to speak with Kelly and Rehanna before joining a breakout room

(1:50) Other Subcommittee Reports

- **Concrete Action Item #1 Check-in** (Jane Becker Nelson)
 - [TFCSR Action #1 - Accountability Process Notes](#)
 - Recruiting “pollinators” from other subcommittees
- Subcommittees should have concrete actions clearly laid out to report back on how they will contribute to Action #1 - actions should be planned. Each committee please add these to [this combined document](#) (you can paste in a URL of your work if that’s easiest)
- Research Subcommittee: We are conducting research on St. Olaf’s promises in relation to anti-racism and its fulfillment of those promises, on models for anti-racism action at PWIs and SLACs (Predominantly White Institutions and Small Liberal-Arts Colleges), and on anti-racism training. Please feel free to consult and/or add to our **working bibliography**:
<https://docs.google.com/spreadsheets/d/1Tu3G8Yw1PGvWRBpSBNrDfGQQCIgLEnb0CAV3zo5o9YU/edit?usp=sharing>
- Subcommittees will also be integrating students into their work, and should plan to report back on how this is going. (Subcommittees will be working with the Student Membership Committee through their designated point persons if and when students express interest in joining the different subcommittees.)
- In addition to your actions, please list the members of your subcommittees who need managing access to TFCSR calendar and the TFCSR shared drive.

Next Meeting: Thursday, August 13th, 12:00-1:00pm

- By our next meeting, subcommittees should continue implementing their action steps. Reaching out to other subcommittees to help to reach their goals.
- By our next meeting, subcommittees will continue integrating students into their work, and should plan to report back on how this is going. (Subcommittees will be working with the Student Membership Committee through their designated point persons if and when students express interest in joining the different subcommittees.)