

Task Force to Confront Structural Racism at St. Olaf College

August 13, 2020 12:00pm-1:00pm CDT

Task Force shared Team [Drive](#)

Here are our current [Communications Guidelines](#) - **Please Read**
(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

- Review [Student BIPOC Subcommittee Proposal](#)
- [The Task Force's precepts](#) have changed slightly - **please review**
- Update the members of your Subcommittee in the [TFCSR Leadership Areas Spreadsheet](#)
- Subcommittees can review the concrete actions they set out in [this combined document](#)

Lead Facilitator: Deanna Thompson

Celebrations!

- Add items to ["accomplishments" document at this link](#)

Introductions and Reminders

- Rename yourself by adding your subcommittee to your name for breakout groups later
 - 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
- Welcome to students and new members! ([share precepts on screen](#))
- Forward inquiries to tfcsr-inquiries@stolaf.edu, monitored by Fiona Carson and Deanna Thompson.
- New Syllabus language - send out by Mary Carlsen [Syllabus language August 2020.pdf](#)
- Other important reminders in [last meeting's agenda at this link](#). Review as needed.

(12:10) BIPOC Student Subcommittee Proposal introduction and vote (Kelly Figueroa-Ray)

- If there is interest, a separate faculty/staff BIPOC Subcommittee may form independently
- Funding subcommittee would work to support locating funds for the BIPOC Subcommittee(s) and make recommendations
 - The Overarching and Logistics Subcommittee can help facilitate communication between these groups if requested
- A funding model has been proposed and vetted by various BIPOC consultants
 - The Funding subcommittee has requested discussion on this model, as they have sought out models elsewhere and found personal accounts from BIPOC in journalistic sources that express ambivalent feelings with the sudden influx of unsolicited donations from white friends, co-workers, and acquaintances following the murder of George Floyd.
 - The proposal currently states, "This is a funded subcommittee. Seed funding would come from an initial collection of \$25 (or more) from each TFCSR member who identifies as White and is able to contribute. The continued funding of this subcommittee would be the responsibility of the Funding subcommittee. One source of funding the BIPOC Students subcommittee may take advantage of is from the Taylor Center."
 - Proposed revision of this statement: "This is a funded subcommittee. [Ideas that have been discussed with and approved by BIPOC consultants include the following](#): Seed funding would come from an initial collection of \$25 (or more) from each TFCSR member who identifies as White and is able to contribute. [One source of funding the BIPOC Students subcommittee may take advantage of is from the Taylor Center](#). The continued funding of this subcommittee would be the

responsibility of the Funding subcommittee. Ultimately, the BIPOC Subcommittee will decide if and how they will adopt a funded model, and how they will operate.”

Breakout Rooms - Discussion about BIPOC Proposal (7 minutes) - write thoughts and comments in [the doc at this link](#)

- Randomized breakout rooms (except those who would prefer to be assigned to a non-randomized group - stay in large room)
- Reminder: if you are participating anonymously, do not volunteer to take notes on a Google Doc as your name will display

Read through collected comments (5 minutes)

Brief large group discussion on BIPOC Proposal - please stick to comments relevant to the vote (5 minutes)

- If you prefer to express concerns privately in the chat, please do so.

Zoom vote on readiness to vote on BIPOC Proposal

- If yes, second vote on whether or not to create the BIPOC Subcommittee (including amended language)
- Poll passes, proposal accepted

(12:30) Fall Meetings

- Discussion about meetings during the fall semester - once a month on Fridays starting September 25th
 - Plan to use the intervening time to work in subcommittees
 - Could have a schedule of subcommittee reports circulated?
 - Zoom Vote to determine next meeting time (Thursday, August 27, 11:30am-12:30pm)
 - Zoom Vote to determine subsequent meeting time (Fridays from 3:15-4:15pm: Sept 25; Oct 23; Nov 13)

(12:35) Liaison Subcommittee Report (Fiona Carson)

- Report on meeting with Bruce King - accountability is central ([link to notes](#))
- Working with Research subcommittee to send resources to Bruce King
- We are happy to take any feedback or suggestions at tfcsr-liaison@stolaf.edu

(12:45) Action #1 Subcommittee Report (Juliet Patterson)

- Wrestling with accountability for anti-racism training. How do we discern benchmarks?
- Who will be the responsible entities?
- Self-accountability as a task force for the first action to be completed. When do we move on to our next action?

(12:50) Student Membership Subcommittee Report (Kelly Figueroa-Ray)

- [TFCSR-Invite to Students - Basic Template](#)

Students, you are invited to remain in the large group meeting to speak with Admin and Student Membership Committee

Next Meeting: Thursday, August 27th, 11:30am-12:30pm

- Liaison, Research and Immediate Action Subcommittees should consider meeting together soon
- 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. **Please develop your subcommittee's pitch to students about your work at your next subcommittee meeting.** (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.)