

Task Force to Confront Structural Racism at St. Olaf College  
September 25, 2020 3:15-4:15pm CDT  
Here are our current [Communications Guidelines](#) - **Please Read**

[Here is our master TFCSR calendar](#) - All of St. Olaf can see it, it is not available to the public outside of St. Olaf, because we have Zoom links and want to avoid Zoom bombing.

Task Force shared Team [Drive](#)  
(accessible to ALL faculty and staff, and to individual student participants in this task force)

**Prep work for this meeting**

- Update the members of your Subcommittee in the [TFCSR Leadership Areas Spreadsheet](#)

**Lead Facilitator:** Nancy Thompson

**Celebrations!**

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

**Introductions and Reminders**

- 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](#))
- **New** [form for membership for faculty and staff at this link](#) and the link to the student membership form is [here](#)
- [Link to invitation template for new student members](#)
- **Note: Post-Meeting Tutorial - Google Calendar Tutorial** (Learn how to add subcommittee meetings to the TFCSR Calendar)

**3:20 - Campus response to grand jury's decision on the murder of Breonna Taylor** (Rehanna Kheshgi)

- How should we respond to events like these as a task force? (Specifically police brutality and legal injustice directed toward Black people)
- Current process - one subcommittee crafts a statement and sends to others for edits/suggestions, then sends out to the listserv for approval by a specific time, sends on behalf of entire Task Force to staff, faculty, and extra lists
- PLT response email - apology! ([Liaison subcommittee could inquire about shift in tone](#))

**3:22 - Breakout Rooms to discuss task force response to police brutality and legal injustice directed toward Black people**

- [Doc for comments and ideas](#)

**3:30 - Groups report out on breakout room discussions**

**3:35 - Student Membership Subcommittee Report** (Elizabeth Jensen)

**3:40 - Research Subcommittee 3-minute Update**

- [Doc for feedback](#)

**3:43 - Ole Culture Subcommittee 3-minute Update** (Ida Moen Johnson)

- Reminder: The Critical Analysis of Ole Culture subcommittee has a mandate to “[interrogate] Ole Culture and [devise] ways to uncover and expose its underlying norms that center Whiteness and how it impacts how various people experience life on campus.”
  - To that end, the subcommittee has created [a chart](#) that explores specific ways in which “Ole culture” embodies and reflects the traits and norms of white supremacy culture, as mapped out by [Dismantling Racism Works](#).
  - Student members Zibby Trewartha-Weiner and Tyreis Hunte have created a survey on this [google form](#). **The subcommittee asks that you share it with students and recent alumni.**

### 3:45 - Liaison Subcommittee Report (5 minutes)

- Website (<https://pages.stolaf.edu/tfcsr/>) updates (Fiona Carson)
  - We want to make subcommittee meeting proceedings available on the website to ensure transparency. Thus, we are asking for a 1-2 sentence summary of each subcommittee meeting that will then be made available on the website.
    - **Suggested standard, permanent language to add to each subcommittee’s agenda** (along with the role language of facilitators and notetakers).
      - **At the top of the agenda a reminder:** “Leave 5 minutes at the end of the meeting to craft a 1-2 sentence summary of this meeting.”
      - **Add to Notetaker’s role:** “send the meeting summary to carson2@stolaf.edu right after it is written”
      - **Add agenda item at the end of the meeting:** “Write meeting summary (5 minutes)”
- Subcommittees should use [template](#) to create description of their work on website (Deanna)
  - See very helpful 4 minute [video instructions](#) by Jeremy Loebach on how to use the template
  - Every subcommittee should dedicate some time in their next meeting to crafting a description using the template
- [Welcome document](#) could be used as a template for other subcommittees (Anne Berry)

### 3:50 - Immediate Action Subcommittee Report (Alyssa Melby)

- Bruce is interested in exploring Academics for Black Wellness and Survival as one initial training for some community members, but would like assistance in researching other options
- Creating benchmarks/metrics for measuring effectiveness/success of work of Task Force
- [“Success looks like...” metrics document](#) (Alyssa Melby)

### 3:55 - Breakout Rooms to discuss “Success Criteria” document and provide feedback (10 minutes)

- Write comments at the end of the [document](#)
- We’d like to then take feedback and talk at our next meeting, with sharing to Bruce by mid-October at the latest.

### 4:05 - Staff Concerns Subcommittee Report (Alyssa Melby)

- PLT announced that staff won’t begin anti-racism training until January - why?
- Maria Pabon’s model and need for transparency from PLT
- Letter drafted by Deanna and Alyssa seeking more communication from the Council for Equity and Inclusion
  - Bruce cannot do this work alone. How can we do this better?
  - Is there a way we can work to support Bruce King in his role while recognizing the haphazard way he has been thrust into this role?
  - Should we communicate something to leadership about our questions regarding transparency on what’s happening with anti-racist training?

### 4:07 - Breakout Rooms to discuss ways to improve communication with Administration and the Council on Equity and Inclusion - beginning a discussion (5 minutes)

- [Doc for comments and ideas](#)

### 4:15 - Meeting Ends

**Post-Meeting Tutorial - Google Calendar Tutorial** (Kelly Figueroa-Ray)

- Learn how to add subcommittee meetings to the TFCSR Calendar!

**Next Meeting: Friday, October 23, 3:15-4:15pm**

- By our next meeting, subcommittees should continue implementing their action steps. Reaching out to other subcommittees to help to reach their goals.
- Subcommittee 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.)
- **By mid-October, complete template about your subcommittee and submit to the Liaison committee.**