

South Florida Diversity Alliance Meeting Minutes

April 22, 2009

Submitted by Laura Finley

The meeting commenced at approximately 12:15 pm.

After introductions and enjoying lunch provided by NSU, Maria Santamarina and Roland Foulkes shared with everyone information about the Public Conversations Project. They engage diverse groups with histories of major troubles in constructive dialogue. Roland reported that they would be interested in conducting a Train the Trainer session at some point, and the group agreed this would be a great addition to the Diversity Summit in November (proposed date of November 7). Specific details regarding cost and structure will be discussed at future meetings.

Next, the group reviewed our mission and purpose. The final mission statement that emerged from this meeting is listed below. The group decided to keep the statement of purpose brief, and then to add bullet points that elaborate on the ways we intend to work toward that purpose. The draft that emerged from this meeting is listed below, although this was not finalized due to time constraints. In discussing the purpose and how we will achieve it, the group essentially delineated goals for the year 2009-10.

Cherise James nominated Terry Morrow and Maria Santamarina as co-chairs of the Alliance. All members approved. Laura Finley volunteered to be the group's recorder.

Although the Alliance intends to meet monthly for planning meetings, everyone agreed to meet in a shorter time period in order to get organized for the Summit in November. **The next meeting is Wednesday April 29 from 11-12:30.** In preparation, everyone will brainstorm possible themes for the Summit. The meeting will be devoted to selecting a theme and organizing committees. We adjourned at approximately 1:40 pm.

Mission:

To unite and engage the diverse South Florida community to support and promote respect, inclusion, and social change.

Purpose:

The South Florida Diversity Alliance is committed to promoting collaboration, empowerment, and communication between the campuses and communities in South Florida. This will be accomplished through:

- Monthly dialogues
- Planning meetings
- Diversity-related events

- Development of a collaborative web site
- Ongoing outreach
- Advancing scholarship in the field of diversity
- Providing a clearinghouse for diversity-related information
- Consultation
- Professional speaking and training

South Florida Diversity Alliance Meeting Minutes

April 29, 2009

Submitted by Laura Finley

The meeting commenced at approximately 11:15 am.

The group decided that November 7th, 2009 is the date for the Diversity Summit. We will be asking the Public Conversations Project to do a Train the Trainer session the day before, on Nov. 6, then a presentation at the Summit as well.

Upon selection of the date, the group discussed some ideas to keep in mind for the Summit. These included:

- Awareness that November is Native American Heritage Month and to include outreach to the Seminoles
- Utilizing community presenters, in particular those from our respective agencies
- For consistency, Cherise James suggested keeping the logo from last year's Summit but replacing NSU as the sponsor (adding South Florida Diversity Alliance)
- Marina mentioned that FAU's Chief of Staff wanted a press release about the group, so perhaps we could submit this in September to officially announce the group, our membership, and publicize the Summit. We will then utilize each institution's media relations office to disseminate the release and for other publicity.
- We should have our web site up and running by that time so that people can seek more information about the group and the event. NSU can create and host the site if we give them the content.

General timeline for preparing the Summit: From May-July, conduct needs assessments and work on logistics (i.e, number and type of sessions, soliciting presenters). By end of July, debut web site. Issue press release and publicize event. September and October, second wave of advertisements and final details.

Roland Foulkes brought up the need for us to develop a vision that coordinates with our mission and purpose. The group decided to revisit this at a later meeting. Roland also agreed to email everyone with resources on asset or resource mapping so that we could all assist in conducting or acquiring this type of inventory of our institutions.

For the remainder of the meeting, the group worked on determining a theme for the conference. Much debate ensued over the following suggestions:

- Common Grounds (with some colon or sub-heading)

- Global Intersections (again with some colon or sub-heading)
- Being Human
- One South Florida
- E Pluribus Unum (out of many, one)
- Work in Progress/Under Construction
- Self, Society, Action
- Maintaining Social Change (the theme from last year)

The group first agreed that E Pluribus Unum (Out of many, one) would be a tag line for the Summit. After debating the merits of each of the above, we determined the best idea for a theme was to shake people up a little and to question the status quo. As such, the final theme for the conference was derived from Attorney General Eric Holder's speech about race in the U.S.

Theme: Beyond a Nation of Cowards.

Target audience: students, educators and professors, politicians and government officials, advocates, activists, and faith leaders working with or interested in issues related to diversity.

We also discussed the need to emphasize that the Summit is about more than just race, but other forms of diversity (i.e, gender, disability, sexual orientation, etc.). This can be emphasized in marketing materials as well as in the types of sessions we incorporate.

Committees:

1. Presenters: Laura Finley, Maria Santamarina, Roland Foulkes
2. Preconference Training: Allison Brimmer, Maria Santamarina
3. Logistics and Volunteers: Maria can get students as can Laura—others can check on this as well. Cherise James mentioned a new student chair for the Summit, Hawanya Miller, and a new GA that will offer assistance as well.
4. Marketing: Terry Morrow said NSU can take the lead in preparing documents to share with others. Roland Foulkes mentioned the possibility of publishing proceedings from the Summit in either a journal or as an edited book.

Budgeting: Last year, the Summit cost approximately \$1500. Maria Santamarina said FAU can contribute that much as well. Members of the group are encouraged to see if their institutions can provide some financial support. Terry Morrow will also follow up with Robin Rose of One CommUnity, who said she might have some access to funds.

Meeting adjourned at approximately 12:40 pm

Next meeting: Wednesday, May 20 from 11:30-1. Bring your own lunch—Laura Finley will bring desserts!

South Florida Diversity Alliance

Meeting Minutes—May 20, 2009

Submitted by Laura L. Finley

Attendees: Laura Finley, De Palazzo, Hawanya Miller, Cherise James, Sandra T. Thompson, Morayma James, Lisa Ward, Terry Morrow, Roland Foulkes, Maria Santamarina

Meeting was called to order approximately 11:40. Attendees enjoyed baked goods. A cake and card were presented to Cherise James and best wishes for her new life adventure.

Minutes from last meeting were reviewed and accepted.

Cherise James asked that the group re-consider the theme for the Summit, which was decided at the very last minute of the previous meeting. She was concerned that some people would not understand the reference to Eric Holder's speech and that for marketing purposes perhaps a more simply and more broad theme would be more effective. She also asked that the group try to stay on task for the next few meetings so that the Summit and Interfaith Symposium can be executed efficiently.

Terry Morrow reviewed the goal of the group and our mission statement for those who were new, and echoed the need to stay on task and to revisit the theme.

Maria Santamarina reminded everyone that Roland Foulkes had submitted a sample organizational assessment document, and asked that each member to conduct an organizational assessment. This will be very useful in assessing how we can benefit from one another and work collectively, i.e, "work smarter, not harder." The group agreed to ask our member institutions/agencies to complete the assessment by October 1, and that we could integrate the findings into a session at the Summit. Roland Foulkes agreed to pass along a blank template.

In revisiting the conference theme, the group discussed whether "Beyond a Nation of Cowards" is too radical and perhaps off-putting, Additional ideas for themes were presented, and the group voted unanimously on the following theme:

Multiple Identities: Beyond a Nation of Cowards?

Roland Foulkes stated that he had contacted the Attorney General's office and as of now, Eric Holder is available, He would present at no cost to us. Roland had also contacted Dr. Jeanetta Cole and Dr. Peter Stearns about the possibility of presenting at the conference. Both would be excellent (Dr. Cole was with Spellman College and now the African Museum of Art at the Smithsonian, and Dr. Stearns has just published a book on educating global citizens) and are available, Each would require an honorarium plus

transportation and lodging. The group agreed Roland should follow up and formally invite these individuals.

A discussion about our vision ensued, but was tabled for a future meeting.

In regards to funding the Summit, several people mentioned local agencies or companies (NSU, Bank of America, OneCommUnity—which is going out of business, and others) that could potentially help. Terry Morrow is following up about OneCommUnity's funds next week. Hawanya Miller will contact the Spellman College alumni group in the area to see if they would help pay for Dr. Cole. The Public Conversations Project has been reserved for a two day training Nov. 5 and 6, and then will do a three hour workshop at the Summit. This will cost \$6500. Each member of the group agreed to check about funding from their school or organization, with the hopes of obtaining \$1500 per member. Last year, NSU students and staff attended the Summit for free and others paid \$15-20. The group discussed pursuing sponsorships from area entities, as well as reserving an area for vendors who would pay for a table to market their goods and services. Laura Finley agreed to draft a call for vendors and submit it via email.

Regarding timeline, it was agreed that a Save the Date card should go out in August and presenters should be secured by September.

A regular meeting schedule is essential to organization, so the group agreed to meet the first Tuesday of each month at NSU from 11:30-1:00. **The next meeting will be June 2nd. All members are encouraged to attend or send a representative as we make additional plans for the Summit.**

South Florida Diversity Alliance

Meeting Minutes—June 2, 2009

Submitted by Laura L. Finley

Attendees: Juan Cao, Allison Brimmer, De Palazzo, Sheila Sheppard, Morayma James, Carole Dodge, Laura Finley, Delores Smiley, Yvaus Morisseau, Andrea Owes, Roland Foulkes, Maria Santamarina

The meeting commenced at 11:30. Introductions and brief sharing of group's history, mission, and planning to date opened the meeting, then review and approval of minutes followed.

Review:

Dr. Cole, Dr. Stearns, and Attorney General Holder have been invited to speak at the Nov. 7 Summit (theme: Multiple Identities: Beyond a Nation of Cowards). Public Conversations Project has been reserved for a Train the Trainer the two days prior to the Summit (Nov 5 and 6) and a three hour workshop during it. Each member college/university has been asked to make every attempt to contribute \$1500 for the Summit.

Discussion:

Summit Format:

- The group agreed that formal workshop “tracks” are not necessary, but depending on the submissions received, this might be added.
- We will include a poster/visual display area for high school and college students.
- We will include roundtable discussions of hot topics.
- Each member of the group will complete the organizational assessment created by Roland Foulkes so data can be utilized at Summit.
- We will ask ESOL Playback Players to perform their mask montage during lunch.
- Still considering the possibility of an evening addition—perhaps to include one of the more high profile speakers if more than one is available and affordable.
- Roland Foulkes recommended inclusion of Broward Schools winning of Brode prize (like Nobel for Education—recognizes improvement in closing the race-achievement gap).

Summit Budget:

- Lynn has committed to \$1500.
- Other members are still working on details.
- Might have coverage for Public Conversations Project (\$6500 plus travel and accommodations)

- NSU's President Ray Ferraro may be of assistance (Roland Foulkes spoke to him briefly). A group of NSU members should approach him more formally once more details about the Summit are finalized.
- General approval of Call for Vendors (drafted by Laura Finley and revised by Allison Brimmer). Will send out and post with Call for Presenters soon.

Tasks Assigned Before Next Meeting (July 7 at 11:30)

- All members: Budget request from institution; continued outreach to potential presenters/speakers
- Laura Finley: Contact Leonard Pitts for possible speech, contact Southern Poverty Law Center about possible speech and/or funding; draft call for posters
- Dolores Smiley: Contact Geneva Gay, James Banks?
- De Palazzo: Contact Gary Howard, Write Side Poets.
- Allison Brimmer: Draft Call for Presenters

For Future Meetings:

- Discuss South Florida Diversity Alliance Web Site.

Diversity Summit Meeting Agenda

August 11, 2009

- I. Approval of the Minutes
- II. New Business
 - a. Sponsorship Letter and Process (Terry)
 - b. Sponsorship Updates (Terry)
 - c. Keynote Speaker (Roland)
 - d. Advertising
 - e. Timeline
 - i. Sponsors secured by September 1
 - ii. Advertising out by September 15
 - iii. Registration Deadline by October 25
 - f. Potential Sponsors

Roland

BC Library/New Comers and New Americans
MDEI Minority Development and Empowerment, Inc
Children Services Council
Department of Children and Families
BC School Board
BC Sheriff's Office
BC County Commission
[Café Iguana](#)

Terry

NSU Office of Student Leadership and Civic Engagement
Fischler School of Education
Business School
United Way

Maria

FAU
[Department of Justice](#)

Hawanya

SHSS

Girl Scouts
Spelman College
Morehouse College
Young Professionals League of Urban League
AAUW

De

Hispanic Unity
Leadership Broward
Boys and Girls Club
Equality Florida
Safe Schools of South Florida
[Sunserve](#)
[Wolfbear Institute](#)
[The Gay and Lesbian Community Center](#)

Morayma

Bank of America
Lynn
[NAACP](#)
[Lynn Insurance](#)
[Armed Services](#)

- III. Upcoming Events
- IV. Adjournment

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Purpose:

The South Florida Diversity Alliance is committed to promoting collaboration, empowerment, and communication between the campuses and communities in South Florida. This will be accomplished through:

- Annual Diversity Summit
- Monthly dialogues
- Diversity-related events
- Development of a collaborative web site
- Advancing scholarship in the field of diversity
- Providing a clearinghouse for diversity-related information
- Consultation
- Professional speaking and training
- Planning meetings
- Ongoing outreach

Website: <http://www.nova.edu/studentleadership/ma/sfda.html>

South Florida Diversity Alliance
Meeting Minutes
August 11, 2009

Following are the highlights of the meeting:

- The Call for Programs will go out as soon as possible and submissions will be due on October 2, 2009. Notifications will be sent out to all who submitted programs by October 7th.
- Event registration will begin at 9am and the event will take place from 10am-5pm. Students generally like to start later on Saturday mornings so we have set the time in order to adjust to the needs of our target population.
- We plan to make budget decisions based on the sponsorships we have at the September 2 meeting.
- We agreed to bring both speakers in the event we believe we have the funding.
- Roland is going to follow up with NSU Vice President Dr. Hanbury regarding an offer that was made in 2004 regarding future sponsorship. (Roland has made the contact and, at this point, I do not believe Dr. Hanbury's office has responded)
- Adjustments were made to the publicity and sponsorship letter based on group feedback.
- Blue Highlighted names on the list of sponsors are those that were updated at or since the meeting.
- The next meeting will be on Wednesday, September 2 at 11:30am in the Rosenthal Student Center Room 204.

South Florida Diversity Alliance Meeting Minutes

September 2, 2009

Attendees:

Terry Morrow, Maria Santamarina, Laura Finley, Quan Cao, Angie Furman, Hawanya Miller, Barbara Schone, Allison Brimmer, Kitty Oliver, Roland Foulkes

Announcements:

Maria Santamarina announced that planning for FAU's interfaith symposium will begin Sept. 16 at FAU. Contact her for details.

Update on Summit:

Total sponsorship money: \$4750 (\$1500 Lynn, \$1500 FAU, \$1500 NSU, \$250 ACLU). Since we can afford only one keynote, the group decided on Dr. Bowman of University of Michigan, who received the most votes. Roland Foulkes will confirm with him as well as contact Dr. Stearns. Terry Morrow's office will make travel arrangements.

As of now, we probably do not have funding for the pre-conference workshop with Public Conversations project, but Hawanya Miller is checking with a student organization that might collaborate.

Terry Morrow distributed draft flyer. Group agreed to simplify the text, emphasize that the Summit is sponsored by the South Florida Diversity Alliance, include location and time, fees, where to register, and information about keynote. It should be ready for distribution by Sept. 15, if not sooner.

After discussion of budget and lunch costs, it was determined that all pre-registered attendees will be admitted for free, lunch included. We will explore a diverse set of lunch offerings. Those who are not pre-registered will pay for their lunch (or could bring something).

Laura Finley will contact local non-profits working in diversity-related fields to invite them to table at the event. This will be free. Quan Cao will assist with Palm Beach area.

Students are encouraged to submit proposals for workshops and/or visuals for display.

We can afford some type of "favor" of no more than \$5 per person. Laura Finley suggested having Somy Ali, of So-Me Designs and No More Tears, provide her "Human Being" t-shirts. Somy has been contacted and is interested and able to do so. Group needs to decide for sure if this is desired and determine specifics.

Student volunteers are needed to assist at the event—contact Hawanya Miller.

Next Meeting:

Wednesday, September 23, 11:30-1, NSU's Rosenthal Center (Note earlier meeting due to planning for Summit)

Meeting Minutes—South Florida Diversity Alliance

September 23, 2009, 11:30-1:00

- Terry Morrow distributed updated flyer and reviewed changes. Group agreed to emphasize “nation of cowards” as a thread throughout the conference and to ask Dr. Bowman to address this in his keynote, as well as to keep it on the CFP because it is explained. It was removed from the flyer.
- De Palazzo and Laura Finley mentioned a growing list of non-profits who have reserved table space. They will coordinate with Hawanya Miller to ensure no overlap and that all relevant groups are invited.
- Group discussed the need to push for proposals, as the deadline is Oct. 2. Terry will ask Dr. Bowman to lead a workshop in addition to the keynote. Maria can lead a prejudice reduction workshop. If needed (or desired), we may hold film screenings and discussions during specific timeslots. Maria will check on one from UNIFEM.
- Dr. Bowman will give his keynote in the morning so as to allow time to rest if he conducts a workshop as well as to set the stage for the day.
- At next meeting we will discuss the actual schedule of events. We will likely stop the workshops at 3:00 and use the remainder of time for a debriefing discussion/activity that calls people to action. Several creative activities were discussed and will be reviewed next time, but consensus was that the diversity alliance should lead this and use it as a time to discuss what we are, what we do, and invite greater participation.
- We will need volunteers who can arrive at 8:30. They should contact Hawanya and will be assigned a specific task.
- It was clarified that people affiliated with sponsor institutions (NSU, Lynn, and FAU) will not pay for the conference. All others will pay \$20 until Oct. 30, \$30 after. Everyone, even those who are not paying, must pre-register. Presenters are free. Non-profit tables are also free.
- Angie will take the lead on creating a facebook site, Laura will post on some free websites. Everyone is encouraged to email the CFP and the flyer. Hard copies of the flyer will be ready next week.
- So-Me designs will provide the “human being” t-shirts for every pre-registered attendee. Registration asks for shirt sizes. All of us will wear the shirt on the day of the event.

Next Meeting: October 5, 10:00-11:30 a.m.