

Brooklyn College Diversity Listening Session Minutes July 13, 2020 - Zoom

Meeting convened at 1:05 pm

Welcome and Introduction Renita Simmons and Anthony Brown

Open discussion

1. Why is an Ombudsperson needed? What would this role look like?
2. Several expressed desire for President Anderson to be present at the session
3. Lack of transparency regarding how employees can be promoted
4. Lack of guidelines regarding career pipeline
5. Lack of communication
6. Us vs. Them mentality between faculty/staff/students
7. Student issues with faculty. Lack of communication, discourse
8. Confidentiality of position – who will have access to records? Are records/files subject to discovery?
9. Position will help staff and faculty navigate campus resources
10. Employee fear of retaliation if they report or go to Ombudsperson
11. Consensus that a different name is needed, since as described, this is not a typical Ombudsperson role

Anti-Racism Staff Call Concerns Summary

Ombudsperson

Confusion regarding title, purpose, role, confidentiality, and, financial need

Confusion over how this position is different from CDO responsibilities

Advocating need for trustworthy outside person with experience handling similar issues and conflicts

Questioning value of position when the perceived problems are systemic

Systemic Issues

Failing to address, and /or resolve, difficult issues, ongoing conflicts and disputes (between positions, groups, departments, divisions, etc.) which results in perceived and/or demonstrated lack of equity

Neglecting accountability for position responsibilities, professionalism, respectful communication and equitable behavior

Fearing retaliation, experiencing lack of support and trust in campus systems and methods

Biased and/or preferential treatment given based on associations, positions and/or race

There Is A Lack Of:

Campus Wide Communication

Transparency and Inclusion

Equity in support, promotions, and allocation of resources

Administration authenticity through their active presence, participation, and actions aligning with equity

Meeting end 2:28pm