**Yale College Council**

**Council of Representatives Meeting**

**Sunday, December 11, 2016**

**1PM | Phelps 207**

**Mini Agenda**

1. **Call to Action/Attendance**
2. **Unfinished Business**
3. **New Business**
   1. Faculty Diversity - *Riya Satara and Devyn Rigsby*
   2. Preorientation Programs - *Benito Flores, Daniel Vernick, and Roger Lopez*
   3. Advocacy - *Kata Tanawattanacharoen*
   4. **Announcements**

**Minutes**

**Call to Action/Attendance**

* Attendance records can be found [here](https://docs.google.com/a/yale.edu/spreadsheets/d/1o9CiioHkQWrVVeqaSvWJRFFiDGBhjItkFhcHBI39GQ0/edit?usp=sharing).

**Faculty Diversity**

*Background and Data*

* FAS Report on Faculty Diversity and Inclusion
* This report intended to make Yale a leader in Faculty Diversity
* It is hard to hire URM professors, and it is hard to retain URM professors
* More than 50% of all races and ethnicities agree that faculty diversity is important, especially more pronounced among URM students
* A lot of people are not aware of what the effects of the Yale’s 2015 Faculty Diversity initiative will be
* Town Hall with Dean Lofton
  + What does the FAS Deputy Dean of Diversity and Faculty Development do?
    - Deals with implicit bias and sits down with professors who may be racially abrasive
  + Initial challenges and successes of $50 million initiative?
    - Initiative subsidizes hiring by departments of URM professors
    - Money is spent on visiting professors, but it should instead be spent on tenure track professors
  + How does tenure work?
    - After tenure track faculty have been on campus for 8 years, they are up for review
    - Standard: pure academic scholarship and whether a leader in field

*Recommendations*

* Create further opportunities for student-administrator dialogue on the topic of faculty diversity
* Push for the university releasing a diversity statement

*Future Analysis*

* Why is there underrepresentation in academia? How can we encourage more URM students to pursue academia?
* Department-by-department analysis of approaches to outreach
* Understand and strengthen the role of major advisory committees
* Build trust in YCC as a partner in the faculty diversity conversation

*Discussion*

* Jason: People were scared to come to our events because it said “YCC” in the email. Also, expressed concerns with YCC in general specifically with staffing on task forces.
  + How is YCC perceived?
* Diksha: We should explore which avenues students were engaging in to discuss Faculty Diversity. We may need to reevaluate the media/forum that we use to reach students.
* Carlos: Timing of the event definitely could have contributed to the low turnout. In terms of how to reach out to students, we can work on having more face-to-face conversations with our peers in our colleges.
* Heidi: The term “faculty diversity” could like a buzzword, so people may not have thought this event would be beneficial enough for them to take the time out to come

**Preorientation Programs**

*Background*

* Yale College is expanding and we wanted to review the after effects of participating in a pre-orientation program
* Held a focus group with CC, FOOT, Harvest and OIS

*Data*

* Over 50% of students have participated in a pre-orientation program
* Overall positive experiences, but no one indicated that the programs were essential to their student experience
* Only first generation students had a negative correlation with attending a pre-orientation program
* Focus Group: Removing the physical pamphlet reduced outreach to students
* FOOT and Harvest are the most expensive ($450 for each) since they are not funded by Yale departments; FOOT is charged 20K for using the dorms for one night
* CC and OIS are funded by Yale departments/YCDO so their fees are lower (between $150-200)
* Fees paid to FOOT are then used for defraying costs for students who need financial support
* Of the students who did not attend a pre-orientation program, 38% was due to lack of interest, 24% due to family obligations, 16% due to financial issues and 2% due to not knowing about the programs. We can only tackle financial issues, lack of interest and not knowing about the programs

*Recommendations*

* Compile a brochure featuring the five pre-orientation programs to include in the welcome package to increase interest and knowledge about the programs
  + this was done a few years ago, but was stopped
* Create financial aid for FOOT/Harvest leaders, increase financial aid for FOOT/Harvest participants - equalize with OIS and CC
* Make the programs accommodating for athletes. CC is more than willing to work with them. We will work with the Athletics Office to allow more athletes to be involved

*Discussion*

* Bennett: Did you break down the demographics data by program? FOOT has a problem with lack of diversity.
* Bennett: Also, have you focused on strengthening the relationship between FOOT and the Yale administration? As of right now, there is no formal relationship. If we can improve the relationship with FOOT, Yale may be able to find funding
* Larry: Not only is the enrollment fee for FOOT high, but also all of the equipment you have to purchase is expensive, so total fees could add up to 1K. We also shouldn’t consider all pre-orientation programs equally. Yale administration may see CC or OIS as more essential to a student’s beginning experience versus FOOT or Harvest.
* Diksha: Some of these programs are reviewing their internal shortcomings. As a FOOT leader, we are working on how to reduce the costs of the necessary equipment. It could be daunting for students who’ve never backpacked before to go into this experience with students who have significantly more experience.
  + Can synthesize the positive aspects of each preorientation program
  + Diksha: FOOT has data about students’ experiences during FOOT e.g. how prepared do you feel for college. FOOT is also reaching out to alum to start a fund for students
* Shah: You have to get invited to participate in FSY, so generally first-gen and/or low-income students participate, and there are students who are rejected from the program. Also, from what I know, they are currently not looking into expanding the program right now.
  + Daniel: Will they expand the program to account for the new students next years?
  + Devyn: The goal is to expand 120 students. They released an article about in the Yale News.

**Advocacy - What does YCC actually do?**

* Kate: Advocacy and grassroots movements are working toward the same goal from different directions

*What steps did you take to complete your projects?*

* George and Rachel: figuring out which administrators to meet with, which questions to ask, which students to meet with to inform our recommendations
* Cole: trajectory started out with figuring out what sort of issue to focus on, data that would add to or detract from policy proposals, focusing on fully-written report
* Larry: problem, data, solution, report

*What happens after we write the reports?*

* Kate: When on the other side instead of coordinating, actually working on project, the coordination and advocacy seems nebulous
  + All projects are assigned based on what YCC EBoard promised students in the spring of the previous year
  + Find issues and find relevant administrators
  + e.g. meeting with administrators, e.g. Dean George, and figuring out what they are working
  + People we work with are working on our issues long-term for a job
* Major reports go to the Corporation, President Salovey, Secretary Goff-Crews and relevant deans
* Devyn: We advocate reports going forward, starting next semester and even going into next year. When I’m meeting with an administrator, they usually ask for a report before moving forward
* Bennett: To help with institutional memory, representatives should be more involved in administrator meetings so they can continue to pass this information along each year. Make the meetings with administrators more public
  + Kate: In a meeting, everyone should be on the same page, and pre-meeting meetings require coordination. It won’t be a perfect system, but more representatives should be in the meetings with administration
* Bennett: We can’t completely dismiss or distance ourselves from grassroots groups
* Diksha: From my experience I didn’t understand the framework of our projects, so this process and framework needs to be laid out on day 1. Our first meeting should focus on our goals for the year and the processes we take to achieve them to get everyone on the same page from the beginning.
  + Share lived experiences to better advocate
  + Steven: Know how past YCC projects are developing ongoing initiatives
* Dayo: University going to Orgsync, and that may be a good platform for institutional memory
  + OrgSync will allow for discussion/advertisement and application hosting
  + Dayo: YCC can play a role in advocating OrgSync to get more students to use the site
* Daniel: FFY does protest, but also does concrete work. As a member, we’ve completed a 40 page report on investor responsibility. YCC shouldn’t always view grassroots groups as only activists. We engage in advocacy as well
  + Advocacy and grassroots can come together

**Announcements**

* Peter will send out information about completing the 1st semester report. This report will be sent to the student body, the Board of Trustees and Yale administrators as a review of the work we’ve done this semester