

Forum Agenda

Wednesday, October 21, 2020

1- 2pm CST

- **Call to Order & Welcome** - Jovan
- **Committee Reports** - All
 - Special Events - Brian Murphy, Vacant
 - Guess Who?? Fun online event. Submit your high school senior picture, or some other picture from high school or middle school. We'll collect them all and post them, then everyone will try to guess who each person is. Staff with the most correct guesses will win prizes. Now through October 30.
 - Circulation and Parking Study - Aaron Chaput
 - No report
 - CEDI - Miiko Taylor (Not in attendance, notes are below)
 - Interviews of Anti-Racism trainers are in the works.
 - Low-Income & First Generation (LIFG) Update: A report will go to CEDI by the end of the term about how some offices support LIFG (TRIO, SFS, etc) and help this student population get opportunities that set them up for success (internships, fellowships, mentored research, etc).
 - Carleton has become a [First-Gen Forward](#) campus; one of a handful of small colleges to do so. Carleton's first-gen forward initiative is being led by Sindy Fleming from the Dean of Students Office.
 - Budget Committee - Cindy Spehn
 - Two Budget Committee meetings since Forum met last. Our work in those meetings focused on an overview of the endowment including the related BOT spending policy; discussion of staff salaries - FY21 salary freeze and FY22 possibilities, and how it affects where we measure in comparison to our peers; and ITS updates related to COVID19 spending and future changes to Enterprise system. This and other discussions from now until January will inform our work to appropriately set the FY22 comprehensive fee.
 - Jovan: If forum members have ideas or suggestions for things Cindy can bring up during budget meetings please let us know.
 - Benefits Committee - Lanhao Yang
 - No report
 - College Council - John Bermel
 - President Poskanzer reviewed the role of the College Council, i.e. part of shared governance.
 - Pandemic Update
 - Conduct in relation to the Community Covenant has been impressive.
 - Testing is at a .2% positivity rate (at the time of the meeting, .3% now)
 - Surveillance testing is underway.
 - Looking at options for rapid testing.
 - Anti-Racism Initiative Update
 - Principle steps taken in response to calls for action.
 - Community Plan for Inclusion, Diversity and Equity at Carleton, with a special focus on black experiences (Board of Trustees initiative).
 - Workshop series
 - Next meeting is November 9, 2020

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- "The Council will meet regularly during the term. Council meetings will be open to all members of the college community unless the nature of the business justifies a closed executive session"
- Campus Design Advisory - Lee Clark
 - No Report--has not met
- Bookstore - Melanie Cashin
 - No report--has not met
- Security Services Advisory - Mikki Showers, Angel Yackel
 - Met a couple of days ago. Did not have actions items to discuss.
 - Blue lights (11 around campus) with cameras - security website shows where each are located.
 - How much can the cameras hold? They can hold data for 30 days.
 - Talked about updating the emergency preparedness plan.
 - Feedback from security: Phones are now depending on internet connection. What happens if internet is down?
 - Anti-racism training was completed by all security staff.
- SARAE (part of anti-racism group with SAC and Forum)
 - Full Working Group met Mon 10/19
 - 5th week event - (27 attendees, 3 breakout groups)
 - Positive feedback
 - Next event: 7th Thursday (Oct 29) & November 12
 - SARAE info [found online](#)
 - Non-SARAE groups (survey small group and exploring barriers/opportunities small group) have not yet met this month
- **CEDI Antiracism Training Update** - Anita Fisher Egge
 - Group is meeting this afternoon to discuss next steps regarding the remaining two firms being considered for training.
 - Immediate plans include reaching out to institutions similar to Carleton that these firms have worked with in the past
 - We will also ask the firms to outline how they have adjusted their programs to accommodate COVID-19 restrictions that necessitate gatherings are no larger than 10 people and using online tools like Zoom for larger meetings.
 - Goal is to make trainings interactive and in-person if possible
- **Discussion Topics** - Jovan
 - Update on Presidential Search Committee - announcement coming by end of the week
 - Update on SAC/FORUM Conversation
 - Leadership in each group has met twice to talk about possible collaboration
 - Some concerns in joining SAC and Forum in the future:
 - Benefit differences between each group
 - In the past challenges came up for SAC members who may have a supervisor in forum.
 - Comments:
 - It is the supervisor's responsibility to advocate for the people they supervise

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- Perhaps having a separate group or place for SAC members to bring some concerns regarding work experiences.
- Other institutions only have one group which does bring more power or voice to the group and also helps to bring trust between exempt and non-exempt staff. There was another group that met more regularly to talk about some of the more specific differences between each group.
 - Idea: look at other institutions to look at models where exempt and non-exempt are one group
- Previous issues between SAC and Forum were due to activity level between each. Now, Forum is a lot more active than before.
- It would be helpful to identify what all the barriers are in creating one group.
- We should continue to preserve representation of exempt and non-exempt staff in committees throughout the college.
- How will the decision of merging the groups be made? Vote?
- Keeping the groups separated prevents us all (staff) from changing or making changes to our governance and advocating for our needs.
- Another challenge: uniting the group might limit the freedom to speak
- History of the exempt staff: Doug Foxgrover
- In formulating governance documents- being inclusive and mindful of the current staff structure
- **Announcements & Open Discussions**
 - [CEDI](#) meeting. **Monday, October 26 at 2:45 pm CST**. Contact [Elise Eslinger](#).
 - [SARAE](#) Fall Dialogue. Contact [Jen McMurray](#).
 - Open discussion
 - How often should Forum meet? Connect with Forum co-chairs
 - Comment:
 - Continue with monthly meeting (2)
 - EAC 2020 Climate Action Plan review webpage:
 - <https://www.carleton.edu/committees/environmental/climate-action-plan-cap-review-2020/>
 - From Danny Mathews: This weekend (Saturday, Oct. 24), the Gender & Sexuality Center is hosting special guest J Mase III - a Black, trans writer, author and educator. J Mase will be presenting 2 workshops that are available to all students, staff, faculty, and alumni:
 - 1) On Faith & Criminalization of the Black Trans Body @ 10am
 - 2) The Solidarity Framework @ 12:30pm
 - Folks who are interested can learn more and find ZOOM links on our website under [LGBT History Month events](#). Thanks, friend!!
- **Next meeting:** Wednesday, November 18, 2020 @ 1-2pm CST