

## Forum Agenda

[via Zoom](#)

4/21/2021

1- 2pm CST

- **Call to Order & Welcome** - Hanah
  - Acknowledgment
  - [Future meeting with President Poskanzer \(5/19\)](#)
    - Questions are anonymous and confidential
  
- **Election Update**
  - Election Update
    - Co-Chair (2)
      - Open
    - Secretary
      - Open
    - CEDI Representative
      - Congrats to Miiko!!
    - Bookstore Advisory Representative
      - Still open
    - Security Services Advisory (2)
      - Congrats to Barb & Abby!!
      - Mikki staying on through term, Barb serving now, Abby beginning in the fall
    - Special Events (2)
      - Congrats to Linda!!
      - Still one spot open
  
- **Committee Reports**
  - [CEDI](#) - Miiko Taylor
    - Meeting canceled yesterday to make space for the Derek Chauvin verdict
    - CEDI discussed the most recent community wide session. The intent of the trainers was to convey that such biases are a very real issue for the Carleton community. However, the barrage of examples was quite overwhelming to have shown on the screen in real time and came across to some members of the community and indication of a hostile work environment.
    - Professor Sneha Narayan conveyed this view in a statement at the April 5 (see bottom of document) faculty meeting. She requested that several actions be taken as a result of the trauma she felt: an acknowledgment of the harm of this activity from the trainers and anyone at Carleton working with them; and the trainers should avoid putting BIPOC community members in a similar, hurtful situation in the future.
    - CEDI discussed and identified recommendations for the trainers, stemming from Professor Narayan's concerns: discontinue the use of sli.do in both large-group and affinity group settings; request that the trainers submit the slides in advance so that CEDI could review them prior to training sessions; request that the trainers make a written apology to Professor Narayan and the faculty and staff (see bottom of document), and ensure that the next large group session be action-oriented toward how to make positive change in our campus community.

- 1 remaining community wide session happening on Thursday April 29 and is focused on Bystander interventions and allyship
    - Affinity sessions will take place in throughout May
    - There will likely be an assessment of the antiracism training in early May.
  - [College Council](#) - John Bermel
    - Met on April 6
    - The President's Report included a pandemic update, admissions update (record number of applicants for the Class of '25), restoration of retirement contributions, Every Carl for Carleton campaign update (\$432 mil raised), commencement update (planned for in-person on 6-12-21)
    - The Dean of the College reported on online credit limits (104), this is tied to accreditation
    - The Dean of Students reported on vaccination efforts. ([1 dose = 60% and fully vaccinated = 21% as of 4-21-21](#))
    - IDE plan update. Received a recap of the IDE Strategic Plan and Steering Group work.
  - [Budget Committee](#) - Cindy Spehn
    - The Budget Committee has had just one meeting this term. At this time in the yearly cycle for the budget committee we are information gathering from departments and programs to help inform our FY23 budget development. At our first meeting we heard from Tommy Bonner in Development, and Brad Schaffner, the College Librarian. This year these discussions will also include the topic of the pandemic - how has it affected your department and your budget, and what are the pandemic processes and other items that you will maintain in the future.
  - [Benefits Committee](#) - Lanhao Yang
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  - [Campus Design Advisory](#) - Lee Clark
    - No report. Committee has not met since our last FORUM meeting.
  - [Bookstore Advisory](#) - No new meetings until Fall Term
  - [Security Services Advisory](#) - Mikki Showers, Barb Silk
    - Next meeting Week #6
  - [Special Events](#) - Linda Mueller, Vacant
    - We held our CARLS Bingo event on Tax Day-April 15th. There were 39 participants and the following folks had a bingo and won: *T-shirt*: Paula Teiken, Farrah Pribyl, Charlotte Whited; *Swag Bag*: Maria Reverman, Karen Moldenhauer and Tom Niemisto; *6pk of Cream Soda*: Christopher Tassava. This event proved to be popular and fun. We've had requests to repeat it and are looking into doing so.
    - Ideas for events- pass them to Linda
  - [Presidential Search Committee](#) - Jane Rizzo
    - Interviewing and referencing stage
    - Small groups of staff, faculty, and students met with candidates
    - Search committee is gathering feedback
    - Timeline is not yet public, but we will update campus as soon as we can
    - Questions? You can contact Jane Rizzo or Alex Miller
- **Open Discussion**
  - Faculty statement & subsequent response (*see below*)
  - Open discussion
    - St. Olaf staff (not sure if everyone) received a bonus, any reason why Carleton did not?

- Great question for the President
  - Creating spaces where people can raise issues or concerns, like Professor Sneha - this can create a healthy work environment/productive workplace
  - With a new Carleton President coming (August 1st), how should we as FORUM bring forward any important topics, changes, issues that we want the new admin to know?
    - Also new Deans
    - Communication within the college and departments needs to be more streamlined
  - Bringing forward the staff environment survey
  - Creating more opportunities for offices to get to know each other and what they do on campus
    - There is a recording of the Anderson building that can be shared
      - Kristen
- **Announcements**
  - Next College-wide Antiracism Training 4/29/2021, affinity groups in May
  - Encourage you to download the Carls Safety App:  
<https://www.carleton.edu/security/carlalert-mobile-safety-app/>
- **Upcoming Meetings**
  - Wednesday, May 19, 2021 [meeting with President Poskanzer]
  - Wednesday, June 09, 2021 [last one of the academic year]

Last week, at the mandated anti-racism training, the trainers prompted the audience to anonymously confess the biases they had against people of other races. This led to me and other people of color at Carleton to have to sit through hundreds of comments detailing a laundry list of racist stereotypes that were anonymously submitted by our own colleagues. I found this completely inappropriate, to say the least, and I'm honestly shocked that anyone thought this was a good idea for an activity.

Since the trainers instructed everyone here to tell me what they really think about Black, Asian, trans and non-binary people under the cover of anonymity, I would like to respond, with my name and voice on display, that watching that unfold in real time was the worst experience I've had as an immigrant working at Carleton. Being told that this was part of an effort to make Carleton less racist was downright insulting.

I know I'm making these comments in the context of a broader set of complaints against these trainings, so let me be clear that I support Carleton's efforts to become a more inclusive institution, and I've participated in the trainings so far in good faith. I also think that it's vitally important to have conversations about race and power in institutions even if they are difficult or awkward, and I've tried to model this in my own classroom. But as a person of color who works here, this particular activity violated a baseline expectation, which is that when I go into work every day, I want to be able to experience a safe and respectful work environment that treats me with dignity. I cannot believe this needs to be said explicitly, but when employees of color are mandated to watch a live feed of their predominantly white colleagues anonymously crowdsourcing a running list of racist stereotypes, we're not learning about anti-racism, we're being subjected to a hostile work environment.

At the very least, I would like an acknowledgement of the harm this activity caused from the trainers and anyone at Carleton working with them, because hearing nothing said after all that happened has been extremely disorienting.

I would also like a guarantee that any future sessions we're supposed to attend will not just take into account the comfort of people being asked to contribute their racist thoughts, and will have some consideration of the pain and disrespect to those of us who are forced to read them.

Thank you.

Statement Originally Shared: Monday, April 5<sup>th</sup>, 2021  
Author: Sneha Narayan

April 12, 2021

Dear Carleton Faculty and Staff,

We understand that, at the faculty meeting on April 5, Professor Sneha Narayan shared a letter she had written to President Steve Poskanzer and the CEDI Leadership Board. In this letter she documented the profound and devastating hurt she and a number of other members of the BIPOC community experienced during the April 1<sup>st</sup> webinar the two of us conducted on implicit bias and racial microaggressions. In her words, "to have to sit through hundreds of comments detailing a laundry list of racist stereotypes that were anonymously submitted by our own colleagues... unfold in real time was the worst experience I've had as an immigrant working at Carleton."

We want to acknowledge publicly and apologize for the hurt and trauma we caused to Professor Narayan and others in the community who experienced this exercise similarly. We are sorry for our actions and regret that they caused profound distress. It was painful for us to read her words and to learn of the trauma she experienced. We urged in the webinar that, when presented with an experience of aggression or outright assault, the perpetrators need to acknowledge and own up to the damage they have wrought on an individual. That obviously applies to us, as well.

We take full responsibility for our actions. It was the two of us, and no one else, who decided to institute a public accounting of the racism so many have experienced at Carleton in the particular way that we did.

In asking people to provide examples of racial biases they have detected in themselves, and to share instances of microaggressions they have witnessed, enacted or experienced at Carleton, our intent was threefold. First, we believe the most hostile racist environment exists when people maintain that no problem exists. Clarifying the widespread existence of microaggressions is one way that can happen. Second, BIPOC colleagues have consistently told us across the years that, in order for an institution to properly address racism, it is vital that the truth of institutional racism be acknowledged, named, and recognized. Third, once the evidence of widespread experiences of racism is out there as public knowledge, it becomes much harder for an institution to avoid doing something substantive to address it.

So how will we deal with this situation? First, we have received from Professor Narayan her permission to share her statement in full and our apology with faculty and staff. Second, we are inviting every affinity group we work with to process what happened and to critique our actions. (Unfortunately the first several of these affinity group sessions occurred before we reached Professor Narayan with our apology and sought permission for this discussion; we regret that this sequencing of events was frustratingly out of sync.) Third, we are trying to check in with other BIPOC at Carleton on the impact of the April 1 session. Fourth, we are thinking through how we might better prepare people to navigate this kind of public revelation

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of racism in the future. And fifth, we are constantly exploring other ways of bringing the reality of racial biases and racial microaggressions to the people's attention.

We cannot undo the harm our actions caused to Professor Narayan and others who had a similar experience. And we have a duty to do what we ask of others; to acknowledge and apologize when we've caused harm, to clarify our intent, and to document how we are taking specific steps to address this issue.

Respectfully,

Dr. Stephen Brookfield  
Dr. Bryana French