

Updates to this Action Report as of 9/2 are noted in green text amidst the chart below.

Demand	Reaction/ Response	Initial Actions Taken
<b>Demands already addressed</b>	<i>(actions taken by July 20)</i>	
<i>Carleton makes a substantial donation to small Black businesses damaged in Minneapolis due to looting and vandalism</i>	Yes	<ul style="list-style-type: none"> <li>• Established George Floyd Memorial Scholarship</li> <li>• Donated to the Harold Menzile North Community YMCA Youth &amp; Teen Enrichment Center</li> <li>• Donated to A Mother’s Love</li> <li>• Encouraging individual contributions (can also share BSA list when available)</li> </ul>
<i>Institutional commitment to Africana Studies and Black student life on campus, conveyed in, for example, widespread participation in, and resources for, Africana Studies Week, attendance at Africana Studies events by professors, and advertisement of Africana Studies as a viable major</i>	Yes	<ul style="list-style-type: none"> <li>• Consult with Africana Studies faculty about best means of supporting and promoting such events and generating larger attendance</li> <li>• Work with faculty and staff across campus to publicize and promote Africana Studies as a desirable major (e.g., improved website and recruitment materials)</li> <li>• Approved an Educational Associate for 2020-21 to assist with events, promoting activities, and other program support.</li> </ul>
<b>Demands that can be addressed immediately</b>	<i>(starting June 2020 and in some cases continuing into 20-21 academic year)</i>	
<i>Mandatory anti-racist training for all incoming and current faculty, staff, and administrators</i>	Yes	<ul style="list-style-type: none"> <li>• Tuesday Group’s intention is that such training should be required of all employees in the 2020-21 academic year. We have already begun pursuing with the Faculty Affairs Committee ways to provide anti-racism workshops for faculty, and there is a widespread desire to hold such workshops as soon as possible. We will also be consulting with SAC and Forum staff groups.</li> </ul>

		<ul style="list-style-type: none"> <li>• Create CEDI Action Team (including Human Resources expertise) to plan such training—with a goal of beginning such training Fall 2020</li> <li>• Online training to be considered as immediate measure</li> <li>• Training also to be mandatory for major volunteer groups (e.g., Board of Trustees, Alumni Council, Career Center Advisory Board, Parents Advisory Council, Alumni Admissions Board, Annual Fund Board)</li> <li>• <u>CEDI Action Team</u> launched and working on this now; recommendations to come to Tuesday Group in August.</li> <li>• <b>The CEDI Action Team has submitted a proposal to the Leadership Board on 8/29. The CEDI Leadership Board discussed the proposal on 9/1 and will be presenting recommendation to TG on 9/8.</b></li> </ul>
<i>Carleton security undergoes mandatory anti-racist training to improve the way that persons in uniform ....interact with Black people and other persons of color</i>	Yes	<ul style="list-style-type: none"> <li>• Gather and share details with students about current anti-bias training given to officers</li> <li>• John Bermel to implement required anti-racism training by September 30, 2020</li> <li>• Stronger recruitment efforts to diversify the Security Office</li> <li>• Security is working with the <u>Tazel Institute</u>, LLC, to develop anti-racism training for Carleton’s security officers. John Bermel will share with Black student leaders the outline for the training to make sure the plans are honoring student perspectives.</li> <li>• <b>This consultation occurred in August, and training sessions have been scheduled for September 14 and 15, 2020.</b></li> </ul>
<i>Efforts to recruit international Black students from a greater variety of Caribbean and African countries</i>	Yes	<ul style="list-style-type: none"> <li>• Admissions has already begun to expand international recruitment efforts to these regions --and that will continue</li> <li>• Additional international student scholarship funds will be targeted to these regions</li> <li>• Continue pursuing donors for additional scholarships targeted to students from these regions</li> <li>• <b>The Admissions Office is developing partnerships, expanding outreach efforts, and leveraging alumni connections in the Caribbean and Africa.</b></li> </ul>
<i>More Black parents on the Parent Advisory Council</i>	Yes	<ul style="list-style-type: none"> <li>• At present, there are 3 PAC members identifying as Black (an additional 8 are mixed race). Special priority will be given to identifying and recruiting Black parents to join</li> </ul>

		<ul style="list-style-type: none"> <li>• For low- and middle-income PAC parents coming from outside the region, the College will reimburse travel costs for attending meetings</li> <li>• We also have 6 members of our 32 member Board of Trustees (19%) that identify as Black, and we have placed a priority on recruiting Black members for our governing board</li> <li>• PAC invitations are sent in August. We have revised our recruitment processes to focus more intensively on the diversity of our invitations. Carleton will also pay for travel to attend meetings, as needed.</li> <li>• The President shared this objective with the Parents Advisory Council in August; that group is very supportive of this work to diversify the group. A next set of PAC invitations is being planned now and will be extended in mid-September.</li> </ul>
<i>Demand</i>	<b>Reaction/ Response</b>	<b>Initial Actions Taken</b>
<b>Demands that currently require further examination and response</b>	<b>(starting summer 2020 and continuing into 2020-21 academic year)</b>	
<i>Carleton show an institutional commitment to support and retain extant Black tenure-track faculty, and make an effort to turn visiting professorships and post-doctoral positions into tenure-track positions</i>	Endorse goal, but must devise effective strategy	<ul style="list-style-type: none"> <li>• Interested students and faculty meet with Associate Dean Al Montero (responsible for coordinating BIPOC faculty recruitment) discuss the College's strategies for recruiting and retaining a diverse faculty and past results in both direct tenure-track hires and position conversions to tenure-track</li> <li>• In light of College fiscal constraints, Dean of the College will consult with the Faculty Curricular Planning Committee on wisdom of (a) making direct tenure-track hires as opposed to position conversions and (b) When faculty lines become open, consider designating them for additional BIPOC hires</li> </ul>

<p><i>Immediate establishment of a Black Center on campus and More resources and funds for the Office of Intercultural and International Life (OIIL) in order to expand programming and create levels of advocacy, initiatives, and workshops for students of color</i></p>	<p>These two demands are interconnected and should be taken up together. Endorse overall goal of excellent and appropriately-funded community space and programming focused on the needs of Black students but must devise effective strategy</p>	<ul style="list-style-type: none"> <li>• Dean of Students and OIIL Director to review OIIL staffing, funding, and program focus, with recommendations by the end of August.</li> <li>• Student Life Division to convene focus groups (starting summer 2020) to assess use and impact of Stimson House/Intercultural Center</li> <li>• Continue to push aggressively for renewal of TRIO grant and develop contingency plans to provide needed services to students if grant is not renewed (one year of continuation funding already set aside)</li> <li>• Plans are underway to re-calibrate the focus of the Office of Intercultural and International Life to include more attention and resources for BIPOC students, and discussions about allied staffing are taking place. A more formal plan will be ready by early August.</li> <li>• Benchmarking research is being done to understand cultural centers at our peer institutions.</li> </ul>
<p><i>Funding in the form of grants instead of loans for Black low-income students</i></p>	<p>Endorse goal as part of larger effort to make Carleton as affordable and accessible as possible to all low-income students</p>	<ul style="list-style-type: none"> <li>• Admission and Financial Aid offices to examine feasibility of tying loan levels to income. Such models would need to be reviewed by the Admission and Financial Aid Committee (AFAC), with expanded input from relevant staff and student leadership from the BSA/ACA/MOC</li> <li>• Admissions is conducting research on previous scholarship structures and studying current trends in loans and self-help support to understand how our financial commitment to students can be most effectively structured.</li> </ul> <p>Other Actions to be taken:</p> <ul style="list-style-type: none"> <li>• Achieving this goal will require substantial additional resources. Carleton’s commitment to meeting the full demonstrated need of all admitted students and to offering only need-based financial aid, have made scholarships <u>the</u> principal focus of the current fundraising campaign and certainly of forthcoming campaigns as well</li> <li>• Complete current \$5M fundraising “matching challenge” for scholarships for low-income and first-generation students (\$276,830 left to go)</li> <li>• Seek to identify donors who might fund additional matching challenges</li> <li>• Admissions is exploring approaches that would affect all low-income students</li> </ul>

		<ul style="list-style-type: none"> <li>• Student Financial Services is reviewing the impact of the Carleton Access Scholarship program, in place from 2008-2012, which reduced the loan levels for students whose families were earning less than \$75,000</li> <li>• Student Financial Services is also reviewing loan levels and overall self-help expectations of students</li> </ul>
o. ADDITIONAL DEMANDS RECEIVED AUGUST 10		
<i>The implementation of an equity, diversity, and inclusion office that hires professional staff to ensure that the College administration, faculty, and staff are adhering to ethical provisions.</i>		
<i>OILL creates a new position that focuses on Black and low-income students of color needs when transitioning from college into the real world.</i>	Clarification would be helpful here.	
<i>Resources at SHAC aimed at mental health for Black LGBTQ+, non-binary, non-gender conforming, and Black transwomn/femmes.</i>	Clarification would be helpful here.	
<i>Resources at the Gender and Sexuality Center (GSC) specifically for Black LGBTQ+, non-binary, non-gender conforming, and</i>	Clarification would be helpful here.	

<i>Black transwomn/femmes.</i>		
<i>An immediate hire of a Black staff member in Disability Services coupled with policy reform.</i>	<i>Clarification would be helpful here.</i>	
<i>That faculty and staff are not penalized for supporting Black students.</i>		
<i>Funds specifically allocated for Africana Studies Week. Student Department Advisors and the educational assistant should have supervised access to these funds for the programming of AFST week.</i>		
<i>An endowment for Africana Studies as a secure source of funding to support service learning, research fellowships, Black Studies conferences, and a wide range of programming.</i>		
<i>Carleton hire additional staff to support the aims, goals, and mission of Carleton's Africana Studies program.</i>		
<i>The inclusion of African/Afro-Caribbean languages in the Language Center. Languages including but not limited to</i>		

<i>Swahili, Amharic, Haitian Kreyol, Jamaican Patois, and so on.</i>		
<i>Carleton College makes an institutional commitment to the eradication of systemic anti-BIPOC racism.</i>		
<i>Carleton creates a mandatory cross-cultural education course within each major focusing on the histories of racism and injustices.</i> <ul style="list-style-type: none"> <li>○ <i>OR make it mandatory for students to take at least one course in the Africana Studies department.</i></li> </ul>		
<i>More Black anti-capitalist, anti-sexist, activist keynote speakers for convocations and/or other important ceremonies</i>		
<i>The processes of the Community Concern Form be amended.</i>	<i>Clarification would be helpful here.</i>	
<i>An amendment to the College Statement of Non-Discrimination</i>  <i>This complaint system must be more transparent. Any harassment or discrimination complaint filed against a faculty or staff must be included in their administrative file to be considered for any future</i>	<i>Clarification would be helpful here.</i>	

<p><i>employment in senior academic administrative or other leadership positions.</i></p> <ul style="list-style-type: none"> <li><i>o Complaints discerning discrimination should only be processed by a team of independent investigators trained in anti-oppression and the history of systemic racism against Black, indigenous, religious and LGBTQ+ communities.</i></li> <li><i>o The creation of a policy that allows investigation of systemic racism, as opposed to an emphasis on individual actors</i></li> </ul>		
<p><i>Carleton invest in Black community-based institutions and end all affiliations (business related or not) with anti-Black corporations vested in the police/prison-industrial complex, the military-industrial complex, the fossil-fuel industry, Transnational corporations, and gentrification projects.</i></p>		
<p><i>All members on this committee, receive financial compensation.</i></p>		

**Idea introduced by alumni and recently approved by the Board of Trustees:**

Development of an Inclusion, Diversity, and Equity Plan for Carleton

**Additional ideas that Tuesday Group would like to explore**

Develop and circulate a summer reading list on racism and injustice, perhaps with an assignment for all members of the community

Cancel classes one day in early fall and do a “teach-in” on racism and injustice (like done post-Katrina); and/or

Coordinate a week-long (or longer) series of academic and co-curricular events focused on anti-racism

CEDI is exploring the idea of an interdepartmental, interdisciplinary set of events that would bring together initiatives being discussed by entities across campus to create a coordinated, College-wide opportunity for engagement and dialogue.

Have the Advisory Committee on Student Life complete its proposal for reconstituting the “first-year reading program” no later than September 2020. The first book should be focused on issues of race/privilege

Expand NSW diversity training to include anti-racism training; develop a multi-year anti-racism curriculum for all students

Create an issue of the Carleton *Voice* on the Black experience at Carleton

The Voice staff has proposed a series of stories over the course of several issues to address the Black experience at Carleton

[BSO Reading List has been posted on the CEDI website](#)