CEDI Leadership Board Meeting Minutes  
October 3, 2019

Present: Rhemi Abrams-Fuller, Christopher Dallager, Elise Eslinger (Adviser), Carolyn Fure-Slocum, Nina King ‘22, Danny Matthews, Jen McMurray, Suad Mohamed ’23, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Prathi Seneviratne, Miiko Taylor, Jayla Williams ’21 (secretary), Trey Williams, Brisa Zubia

I. Acceptance of 5/31/19 Minutes
• The meeting minutes from the May 31, 2019 were accepted, adjusted for an accurate account of attendance.
• The Leadership Board acknowledged its spring decision to publicize its meeting times and welcome the campus community to attend and noted that minutes of meetings will be published online.

II. CEDI’s Charge for 2019-20
• Regarding the diversity resource that CEDI has been working on for the past two years, Elise Eslinger shared that a third party vendor is working on creating a visual depiction of the Diversity Inventory for inclusion on the CEDI website.
• There is a desire for the co-chairs of 2016 the Low-Income, First Generation Working Group to join CEDI to talk about their research and subsequent report.
• As CEDI considers how best to increase its visibility, the Board should consider past practices and future ideas. The ice cream social was a good event to expose the public to this organization. Perhaps more events, similar to the ice cream social, should be held to further inform the community about CEDI.
• A spring survey of employees yielded high participation rates. Data was tabulated over the summer and will be shared with employees this fall. If there is a role for CEDI to play in assisting with next steps, Tuesday Group will notify CEDI.
• With regard to the several-year initiative of addressing bathroom inclusiveness and accessibility, campus maps have been updated to reflect the accessible restrooms on campus. All-gender restrooms have also been identified, and baby-changing stations have been included in a number of spaces. Also, an all-gender bathroom was added in Leighton over the summer. The Bathrooms Monitoring Team will continue its work this year with a special focus on how to disseminate information to the community about progress being made.
• CEDI is encouraged to participate in dialogue initiatives on campus and to consider opportunities to expand dialogue.
• If a Leadership Board member or member of the community wishes to report concerns or ideas for CEDI to consider, the co-chairs should be contacted directly.
• It is important for CEDI to model how the governance structure can be a conduit of information. Representatives to student and staff groups are encouraged to share the substance of CEDI discussions with the groups they represent.

III. Periodic Reports from Liaisons/Representatives: Laura Riehle-Merrill, Title IX
• Laura provided an array of updates from the Title IX office:
There was a 15% increase in reporting of incidents of sexual misconduct in the past year.

There were over 520 student leaders, staff, and faculty trained over the past year (this number is in addition to programming for first year students).

Nora Peterson was hired as Carleton’s Coordinator for Sexual violence Prevention.

92 student sexual misconduct cases were reported in 2018-19, ranging from unwanted touching to relationship violence to assault.

Title IX has partnered with Alumni Relations, hosting a program at Reunion and an upcoming Carleton Connects lecture this December.

Created a system to help prevent College Communications from featuring students or alumni who’ve been found in violation of our policy.

In order to bring awareness of sexual violence to incoming students, there are a few things that allow them to learn about policies arriving and while on campus: An online course, as well as Green Dot Bystander Training was used to increase campus engagement, as well as a CarlTalks session during New Student Week.

There is an effort to launch social media to enhance the Title IX Office’s communications.

Laura also identified some challenges:

- The intersection of mental health and sexual misconduct
- The need to update our policy and process, once the new regulations are announced
- Non-centralized structure for Title IX staffing
- Campus climate/call out culture
- Constant threat of litigation

Laura also noted some future directions:

- Secured non-academic, permanent hearing space
- Pilot healthy relationship programming focused on consent and navigating relationships
- Expand role of student workers/greater student input
- Update website, with information about prevention and greater resources for respondents
- Partner with PEAR to create comprehensive sexual violence prevention curriculum for athletes
- Future goal: 4 year developmental model for prevention education
- Prepare for updates to our policy and process

The meeting was adjourned at 4:10 p.m.