CEDI Leadership Board Meeting Minutes
November 14th, 2019

Present: Rhemi Abrams-Fuller, Christopher Dallager, Elise Eslinger (Advisor), Carolyn Fure-Slocum, Nina King ’22, Danny Matthews, Jen McMurray, Al Montero, Evá Pósfay, Steve Richardson, Laure Riehle-Merrill, Prathi Seneviratne, Jay Tasson, Miiko Taylor, Jayla Williams ’21 (Secretary), Trey Williams, Brisa Zubia

I. Acceptance of the 10/31/19 Leadership Board Minutes
   • The meeting minutes for 10/31/19 were accepted without changes.

II. Update on Name Change Request 11/11 College Council Meeting
   • Last spring the previous CEDI Co-Chairs planted a seed with College Council for a name change to acknowledge the Leadership Board’s work on inclusion. The proposed name: Community Equity Diversity Initiative (CEDI) Leadership Board.
   • The Council did not consider a motion at that time, but at its 11/11/19 meeting, the current CEDI Co-Chairs formally introduced a name change request, which was approved by College Council without dissent.

III. Guidance Regarding Religious Observance Accommodations
   • Carolyn Fure-Slocum raised two issues regarding this topic:
     1. Religious holiday reminders have tended to only be sent out when there was a conflict with first day of classes. (No message was sent this year, as there was no overlap with opening day, but the Jewish High Holy Days fell soon after the start of the term.) Because the messages of affirming one’s choice to observe religious holidays of all types and underscoring the need to communicate with faculty and work supervisors of such plans is relevant regardless of timing, a message will now be sent early each fall from Carolyn Livingston.
     2. Faculty requested some guidance on the names of religious holidays that students might observe. Finding a comprehensive list is not easy, but the Chapel website now includes as complete a set of most often-celebrated holidays as the Chaplain’s office could find. This list includes cultural holidays and will continue to be updated as a resource.

IV. Periodic Reports from Liaisons/Representatives
   • TRIO has been around since 1981 and is grant funded in 5 year increments, and this is a re-submission year.
   • TRIO is evaluated on these aspects: good academic standing of participating students, their persistence to graduation, and retention of these students.
   • TRIO currently serves 130 students and is hoping to receive funding to increase this figure to 140. TRIO funding is prescriptive but has great impact on the students who participate. (There is desire on campus to provide
similar resources to qualifying students who aren’t able to participate in TRIO.

- First generation and low income students are often grappling with imposter syndrome, academic preparedness concerns, and insecurity about whether they’re still at the top of their class in the college environment.
- As TRIO looks to its next phase, it is seeking considering ways to enhance the arc of a student’s four-year experience. The office working on programs to introduce students to a college setting over their first few weeks and to engage in early interventions during NSW to support students’ sense of belonging. TRIO is also working to connect participants with more offices on campus, such as OII and Admissions. TRIO will host a “First Gen Day 2020” in the fall, encouraging not only students but also faculty and staff to celebrate this identity.
- TRIO also encourages students create a post-graduation plan. One program designed to address this objective is an upcoming Scholars Trip to Chicago with the OII Office and the Career Center. This winter and spring term program will help students work on their networking skills and be able to connect with alumni in Chicago. Students will also visit different companies and organizations as they gain experience and confidence investigating directions for their future careers.
- The TRIO office is awaiting word about the due date for the grant and allied details that must be addressed in submitting the request for continued funding. Decisions about whether the grant will be awarded will be made before the end of August.

V. CSA Liaison Report
- Skipped due to Suad’s absence

VI. What Happened Since We Last Met?
- The College Council heard an update about the Winter Wardrobe and the Carleton Cupboard at its recent meeting. The Cupboard opens on November 26th, and 30 students have already signed up to participate.
- Consultants are working to finish redesigning the CEDI website. Elise will let the Leadership Board know when the new site is rolled out.
- A new Bathrooms Subcommittee meeting summary is now available. Work continues on identifying accessible restrooms

VII. Thank you to Departing Members; Scheduling Winter Term Meetings
- Jayla Williams, Nina King, and Suad Mohammed were thanked.
- Babi Winter M. Lemos, Arianna Varela return to CEDI next term, as does Lena Stein as Secretary.
- A doodle will be sent out by Elise to determine the schedule for next term.

The meeting was adjourned at 3:47 pm