CEDI Leadership Board Meeting Minutes  
February 12th, 2020

Present: Rhemi Abrams-Fuller, Kerstin Cárdenas (Human Resources), Chris Dallager, Carolyn Fure-Slocum, Todd Jamison (Institutional Research and Assessment), Babi Lemos ’21, Jen McMurray, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Jay Tasson, Miiko Taylor, Trey Williams, Brisa Zubia, Elise Eslinger (Advisor), Lena Stein ’21 (Secretary)

I. Welcome, introductions of new members and visitors, if present

- The CEDI Leadership Board introduced themselves to Kerstin Cárdenas and Todd Jamison, who visited the meeting to present on the staff survey results from spring of 2019.

II. Acceptance of 1/29/20 Minutes

- The meeting minutes from January 29th, 2020 were approved with the correction of the name “Unitarian Universalism” and with a date correction.

III. Update on Action Teams

- The action team working on financial literacy has already met once and is being driven by Al Montero, Tina Kukowski, Babi Lemos ’21, Maya Rogers ‘22, and Prathi Seneviratne.
- The action team looking at LIFG opportunities has also recently been finalized. This action team will be chaired by Asuka Sango, who will be joined by Sindy Fleming, R.J. Holmes-Leopold, Jen McMurray, Marynel Ryan Van Zee, Jay Tasson, and Sade Orepo Orjay ’22.

IV. Staff Survey Results

- Todd Jamison and Kerstin Cárdenas presented on the results of last spring’s staff survey; CEDI was particularly interested in the relation between these results and potential issues of equity, inclusion, and access in the staff arena.
- This survey was sent out to all staff members other than Bon Appetit staff and had a response rate of about 85% with approximately 450 responses. This survey asked for little identifying information but included information on employee classification. Because this information was not detailed and because many employees did not disclose their employee classification, some analysis regarding classification and satisfaction levels is limited.
- Todd and Kerstin discussed some issues already raised by the SAC Forum group regarding demographics, diversity, and inclusivity as related to race, ethnicity, gender, age, disability and more and touched on new issues such as low satisfaction for professional growth opportunities and safety concerns. The Leadership Board also discussed exit interviews, stay interviews, and the use of this data in future initiatives. This data continues to be available on the HR website.

V. CEDI Planning
The Leadership Board returned to the idea of hosting an ice cream social and tabling event during winter term, but due to scheduling issues decided to host an event during the first week of spring term. This event is being planned for Common Time on Thursday, April 2 and hopes to promote awareness of CEDI and solicit feedback on experiences of social class at Carleton.

This event will include tabling with ice cream in Sayles as well as ice cream or another small treat at two or three other locations, potentially including Anderson Hall, Weitz, and LDC.

VI. Periodic Reports from Liaisons/Representatives
   • None at this time

VII. CSA Liaison Report
   • No report was given at this time

IX. What Else Has Happened Since We Last Met?
   • No report was given at this time

The meeting was adjourned at 4:11 p.m.