CEDI Leadership Board Meeting Minutes  
February 26th, 2020

Present: Rhemi Abrams-Fuller, Chris Dallager, Carolyn Fure-Slocum, Babi Lemos ‘21, Danny Mathews, Jen McMurray, Sally Pierce (Administrative Assistant to Director of the Arts, Theater and Dance), Éva Pósfay, Prathi Seneviratne, 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
   ● Sally Pierce, a current co-chair of SAC (Staff at Carleton), visited the meeting and informed the Leadership Board that the other co-chair of SAC, Andrea Kubinski, plans to attend the next CEDI meeting next term.

II. Acceptance of 2/12/20 Minutes
   ● The meeting minutes from February 12, 2020 were approved.

III. Staff Survey Discussion, following up on the presentation on 2/12
   ● The Leadership Board followed up on the presentation of the staff survey results, which occurred at the meeting on February 12th. Specifically, the Leadership Board discussed the differences in CEDI’s questions and SAC’s more specific questions as well as the survey’s limitations due to its exclusion of employees’ division and other identifiable features. Chris Dallager and Éva Pósfay raised the possibility, discussed by Kerstin Cardenas in the SAC meeting, that this survey might ask for more explicit identification by employees to make the results more actionable when launched again in future years.

IV. Closing the Loop on “Activities Supporting Diversity at Carleton” initiative, now available on the web
   ● The CEDI Leadership Board took time to discuss the diversity mapping/“Activities Supporting Diversity at Carleton” initiative and consider next steps.
   ● Last year, a CEDI action team launched a survey and collected results from different divisions and academic departments regarding their work on promoting, supporting, and discussing diversity in their work. This action team and the greater Leadership Board thought deeply about how to convey and report the breadth of this work and created a diversity activities summary now available on CEDI’s website.
   ● However, the Leadership Board would like to circle back to the departments who provided this information, thank them, and demonstrate what CEDI created with this information and what their peers are doing. Due to ideas that these departments may not understand why their submissions did not make it into the survey and/or may benefit seeing a wider variety of practices their peers are using, the Leadership Board discussed whether the excel sheet with these responses should be accessible on the CEDI website under password protection. If so, the Leadership Board discussed whether names and identifying information of departments should remain included in this data.
     ○ The Leadership Board decided to spend some more time organizing this data and looking at how departments identify themselves in this data in order to potentially add the link to the CEDI website.
The Leadership Board will also make the already-posted diversity activities summary easier to find on the CEDI website and advertise it through the ice cream social, all-campus email, and digital signage.

V. Spring term Event (3/2/2020) Planning
- Space has been reserved in Sayles’ Great Space, Anderson Hall, and the Weitz Center for an ice cream tabling event to be hosted during common time on April 2nd, 2020 (first Thursday of spring term).
- Before the event, the CEDI co-chairs will send out a Doodle poll facilitating volunteers for each location, check in with action teams to inquire about information or feedback they might like to solicit during the event, and put together a brief description of CEDI’s recent work that can be used or summarized while tabling.

V. Action Team Reports (if relevant)
  a) Financial Literacy
- The Financial Literacy Action Team has met twice and created a survey, given to students through advisors, questioning what skills students would like to gain and what avenues for this information might be most helpful. The action team anticipates two types of students - underclassmen and upperclassmen - seeking different information related to financial literacy, and has been thinking about creating peer financial advisor positions as well as creating a “Sophomorphosis type of event for seniors’ financial literacy. Currently, the action team is waiting to review their survey results and is researching similar programming at peer institutions.
  b) LIFG Experience
- The action team looking at LIFG access to opportunities had not yet met at this time but plans to meet on March 10th.

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

VII. CSA Liaison Report
- Arianna Varela ’21 was not present but Miiko Taylor discussed the recent CSA Elections and win by Andrew Farias ’21 and Brittany Dominguez ’21, upcoming liaison re-appointments which will happen mid-Spring term, and the ongoing menstrual product access project.

IX. What Else Has Happened Since We Last Met?
- Miiko Taylor discussed the Carleton Cupboard, which will be open for spring break as well as next term. There was recently a food drive for this resource, and SAO might host another drive during 10th week. The Carleton Cupboard has a wide variety of food, now including dairy products and fruits and vegetables which will be piloted this spring break, and continues to appreciate donations of dry rice, cooking sauces and oils, and grab and go snacks and meals in particular. If students have signed up for the resource in the past, they still have to sign up again to continue using the cupboard.
• Éva Pósfay, Jen McMurray, Jay Tasson, Steve Richardson, and Elise Eslinger reviewed their experiences participating in the Winter Term Dialogue Program, which brought students, faculty, and staff together to discuss three convocation talks in a small group setting. The Leadership Board members agreed that they enjoyed the chance to discuss the convocations and engage with students and hoped that the positive feedback offered to Dean Livingston will encourage the continuance of the program next year.

• Finally, Elise Eslinger shared about the work that is currently being done by the City of Northfield, in conjunction with the Human Rights Commission, Carleton, and St. Olaf College, to draft a statement of land acknowledgement.
  ○ Northwestern University’s definition of a land acknowledgement understands it as “a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.” A statement by the City of Northfield would likely look similar to statements endorsed by other cities and campuses. The statement as is will come before the city council next, after which the colleges would review it more in depth.
  ○ The Leadership Board expressed interest in seeing the next draft of this statement as well as a hope about the College continuing to think about the experience of North American students and individuals on our campus as well as land and territory acknowledgements.

The meeting was adjourned at 4:06 p.m.