CEDI Leadership Board Meeting Minutes
June 30th, 2020

Present: Rhemi Abrams-Fuller, Chris Dallager, Judith Howard (visitor), Babi Lemos ‘21, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Prathi Seneviratne, Jay Tasson, Miiko Taylor, Trey Williams, Brisa Zubia, Elise Eslinger (Advisor), Lena Stein ‘21 (Secretary)

I. Welcome, introductions of visitors, if present
   ● The Leadership Board welcomed Judith Howard, Professor of Dance and Chair of Theater and Dance as a visitor.

II. Acceptance of Leadership Board Minutes for 6/23 Meeting
   ● The meeting minutes from Tuesday, June 23 were accepted.

III. Updates
   a. Action Team Update
      ● Rhemi Abrams-Fuller gave an update on the action team that will be working on anti-racism training across campus. Susannah Ottoway and Brisa Zubia will serve as the co-chairs for this action team.
   
   b. Continuing conversations about actions research; objectives and next steps:
      ● The Leadership Board continued to discuss research that has been done on MPCC schools and peer institutions and further objectives for actions for CEDI and Carleton.
      ● Laura Riehle-Merrill suggested the Leadership Board use this time to clarify some of the most interesting action items other institutions have taken and brainstorm what steps might be most appealing for Carleton. Potential ideas included canceling classes for a day to make room for larger discussion; a common reading experience of some kind; or a weeklong series of events discussing race. These ideas will be compiled by Lena and shared back to the Leadership Board.
      ● On a separate note, board members discussed how it still might be valuable to gather a list of actions that Carleton offices, departments, and student groups have recently taken regarding the death of George Floyd and working to dismantle systemic racism.

IV. Near-term Actions
   a) Revisiting Staff and Faculty Listening Sessions
      ● The Leadership Board returned to discussion of potential staff and faculty listening sessions which might take similar form to the talking and processing circle hosted by CEDI for Carleton students in the month of June. So far, board members have suggested hosting sessions specifically for staff and faculty of color as well as hosting these sessions with clearer aims or topics.
      ● Éva Pósfay shared that Professor Kristin Bloomer of the Religion department was planning to hold a second event for faculty on July 1 via Zoom with breakout rooms and facilitators. Over sixty faculty members had planned to attend this event. Though perhaps the need for talking sessions and meetings for actionable items has been
partially met by these sessions for faculty, the Leadership Board discussed building off of these events to create a space for SAC and Forum to discuss similar issues.

b) CEDI Common Reading/Study?
   - Steve Richardson proposed that CEDI should spend one meeting session to discuss an article or other short reading as a group. Steve suggested that the Leadership Board might identify a common reading soon and use one full meeting yet this month to discuss the piece, strengthen the CEDI community, and further develop language and understanding for the issues the Leadership Board is currently addressing. The Leadership Board agreed with this proposal.

c) Near-term Training
   - Elise Eslinger shared that Human Resources may be sharing some anti-racism training opportunities soon and that these trainings have been requested by some staff and faculty but are not connected to the work of the CEDI action team.

V. What’s Happened Since We Last Met?
   - Brisa Zubia spoke about recent announcements regarding immigration and the H-1B visa and OPT program in particular, as these changes will make it difficult for many international students to seek employment after graduating from Carleton. There is also significant concern for many international students surrounding whether they will be able to return to Carleton in the fall due to their own countries’ as well as the United States’ restrictions. Babi Lemos ‘21 spoke personally to this concern, voicing that she is unsure how she will be able to return to the US from Brazil and asking that the administrative team keep these concerns in mind and look to some of the work of peer institutions when making plans for fall.
   - Miiko Taylor shared a free event featuring Ibram X. Kendi on “How to Be an Antiracist.” The event is being hosted on July 20 by Prince George’s County Memorial Library.

*The meeting was adjourned at 4:01 p.m. CT via Zoom.*