

CEDI Leadership Board Meeting Minutes **July 28th, 2020**

Present: Rhemi Abrams-Fuller, Chris Dallager, Carolyn Fure-Slocum, Danny Mathews, Al Montero, Jen McMurray, Éva Pósfay, Steve Richardson, Santi Rico '21, Laura Riehle-Merrill, Asuka Sango, Jay Tasson, Miiko Taylor, Michael Thompson (visitor), Trey Williams, Brisa Zubia, Elise Eslinger (Advisor), Lena Stein '21 (Secretary)

I. Welcome, introductions of visitors, if present

- Santi Rico '21 and Michael Thompson, Director of Alumni Relations, were present for the meeting.

II. Approval of Minutes from 7/14 and 7/21

- The Leadership Board meeting minutes from Tuesday, July 14 and Tuesday, July 21 were approved.

III. Reflections on last week's discussion about Dr. Ibram Kendi's work

- The Leadership Board reflected on the prior week's discussion and discussed making time for more of such meetings in the future.
- Though this will not yet be planned for upcoming terms since the Leadership Board has not decided how often CEDI meetings will be taking place in the fall, Carolyn Fure-Slocum suggested planning a similar reading and discussion session in December, as well as perhaps hosting a winter break workshop for the campus. There was enthusiasm from the Board for exploring these ideas further.

IV. Staff Talking Circles Debriefing

- Steve Richardson, Elise Eslinger, Carolyn Livingston, Laura Riehle-Merrill, Jen McMurray, and Rhemi Abrams-Fuller shared about the staff talking circles that they attended and helped facilitate. There was good turnout for both sessions, with about 7 staff members joining the BIPoC talking circle and about 55 joining the general session.
- Board members shared the important topics and concerns that were echoed in these sessions, including a need for more of these talking circles or similar spaces, questions of how to help our community during the pandemic, concern about the burden anti-racist training may put on staff of color, assessment in answering whether there is a need for a Chief Diversity Officer, making space for staff of color, and frustration that any changes being made at Carleton or actions taken by CEDI are reactionary rather than proactive.
- In particular, the Leadership Board discussed how the College can better make space for staff of color: if we are working to recruit staff of color, are we setting them up for success?
 - While the current informal mentoring among staff has its merits, it also has its limitations. Attention should be given to making policies more equitable.
 - CEDI could potentially play a role in creating more access to shared space similar to the faculty diversity luncheons and past LGBT Council meetings. These spaces could offer community as well as the chance for recommendations to reach CEDI and Tuesday Group while retaining anonymity.

- The group also questioned how we can respond to staff frustration by evolving to become a more proactive group and additionally whether the notes from these sessions should be sent to Tuesday Group.

V. Updates

- a. Exploring Fall Term Events/Symposium
 - Steve Richardson updated the group, sharing that Africana Studies, the CCCE, and the Humanities Center are some groups interested in coordinating events and initiatives. There is also potential for some new events to be crafted or other speakers to be brought to campus.
 - Carolyn Fure-Slocum, Jen McMurray, and Jay Tasson volunteered to assist with this work as it grows in the fall.
- b. Action Team
 - Brisa Zubia reported on work done by the action team on anti-racism training, highlighting that over 100 responses have been received to the action team's feedback form.
 - Those who responded want to ensure that this training is substantive, continuous, and multi-layered and has the ability to hold community members accountable. This training must not be centered around whiteness and needs to understand the differences between anti-racism and work against anti-blackness specifically. Finally, the action team has been discussing the need for structural shifts within the College that should accompany the anti-racism training.
 - The action team will share their work with CEDI when it is compiled more fully.
- c. Reading List; Resources and Events List
 - Elise Eslinger spoke about the idea of a CEDI reading resource list, which Black student organizations (BSO) have urged would be valuable to share.
 - While there is already a place on OIIL's website that gathers events on campus that focus on anti-racism, diversity, and similar issues, the CEDI website could still provide a list of resources and links to other campus departments' pages and resource guides. The BSO has also sent some suggestions to be added to this page. A wide array of events can also be added to the CEDI online calendar.'
 - The Leadership Board also discussed the potential of creating a CEDI blog, like those of the Career Center, Admissions Office, or English department. A blog could offer a chance for updates to be posted and online discussion to occur in the comments-

VI. What has happened since we last met?

- Jen McMurray confirmed that OCS will be running a program in Denmark with DIS this fall.
- Brisa Zubia spoke about ICE's rescinded policy but continued limitations for new international students. About 20 students fall into this category and will need to take in-person classes in order to remain in the United States. They will receive priority registration, although Al Montero stated that there are other students that need to be considered for priority registration as well. While Carleton usually receives about 60 new international students, only about 14 will be starting on campus in the fall. 39 new international students may be taking remote online classes.

- Brisa also shared an event, an [online diversity forum being hosted by the University of Pittsburgh](#) from July 28 through July 30.

VII. Final Thoughts

- The next CEDI Leadership Board meeting will take place on August 11, two weeks from this meeting.
- Finally, at her final meeting, the Leadership Board thanked Rhemi Abrams-Fuller for all her thoughtfulness, energy, passion, and time she has given both as a general member and co-chair of CEDI. Thank you Rhemi!

The meeting was adjourned at 3:59 p.m. CT via Zoom