

CEDI Leadership Board Meeting Minutes **July 7th, 2020**

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

I. Welcome, introductions of visitors, if present

- Santi Rico '21 was in attendance.
- Although Rhemi Abrams-Fuller plans to continue working with CEDI as the new CEDI action team begins work, Steve Richardson will be taking on at this point as staff co-chair alongside Éva Pósfay. Chico Zimmerman will be the next faculty co-chair, beginning his term in the fall, and Prathi Seneviratne has rotated off of CEDI, as she was elected to College Council.

II. Acceptance of Leadership Board Minutes for 6/30 Meeting

- The meeting minutes from Tuesday, June 30 were accepted.

III. Updates

a. Action Team Update

- The roster of the action team working on anti-racist training is almost complete and they will begin work soon. (The roster was confirmed with the Leadership Board following the meeting and includes: Brisa Zubia and Thabiti Willis as co-chairs, Sharon Akimoto, Marty Baylor, Kirsten Budin, Danny Mathews, Armira Nance '22, Santi Rico '21, Lena Stein '21, and Trey Williams.)

b. Faculty Discussion Update

- Éva Pósfay, Jay Tasson, and Elise Eslinger shared about the faculty-run Anti-Racism and Social Justice meeting hosted by Kristin Bloomer on Wednesday, July 1. Both the large group and small group discussions at this meeting were productive and that this group of faculty plans on meeting again.
- Although these discussions seem to be effectively providing a space for discussion and meeting a need that similar potential CEDI events for faculty had hoped to meet, it still seems necessary to create similar spaces for Carleton staff, Carleton staff of color, and potentially Carleton faculty of color as well.
- Éva Pósfay shared that she will be keeping in touch with about these faculty-run sessions over the coming months and exploring ways CEDI might consider supporting or partnering with some of these efforts.

IV. Near-term Actions

a) Staff Talking Circle Proposal for Discussion/ Planning

- The co-chairs suggested that CEDI offer two staff talking circles in the near future: a Staff of Color session facilitated by other staff of color and a General Staff of session. These might cover the following prompts:

- 1) What have people been thinking and experiencing this past month since George Floyd's death? What particular problems have people encountered or have seen students encounter?
 - 2) What do people see as the biggest issues facing the College regarding systemic racism?
 - 3) How might we address these problems?
- The Leadership Board agreed with these prompts and suggested that staff should RSVP but could attend the sessions even if they had not registered. These events will include time for small group discussion, sharing with the larger group, and larger-scale discussion following the recommendation of Asuka Sango who referenced the structure of the faculty-run sessions.
 - The co-chairs requested that CEDI Leadership Board members interested in facilitating one of these sessions should volunteer as soon as possible. (Note: while these staff discussions were originally scheduled for July 13th and 16th, they will be postponed due to the announcement by the College on Friday, July 10 regarding Carleton's approach to the coming academic year, given ongoing pandemic considerations, and subsequent faculty and staff town hall sessions next week to discuss those plans.)
 - On this note, the Leadership Board also discussed how CEDI receives information included in CCFs and how this feedback loop works.
- b) CEDI Common Reading/Study?
- The co-chairs shared a plan for CEDI's common reading or study, which was discussed in the last Leadership Board meeting. They proposed that CEDI Leadership Board members watch [Ibram X. Kendi's May 2020 TED virtual interview](#), attend (if possible) the [July 20 online lecture by Kendi](#) (shared by Miiko Taylor), and read an article by Kendi that will be selected by the discussion facilitators.
 - The structure of this discussion might also involve small group discussion, time to share topics discussed, and larger group discussion, with small groups being made up of a mix of faculty, students, and staff.
 - The co-chairs requested that volunteers to facilitate this discussion (and choose the article for discussion) contact them to volunteer.
- c) Brainstorming/ Sharing information on what's been happening around the College to address anti-racism issues
- The Leadership Board continued to discuss favorite ideas for future action steps as described in the shared document, including coming up with a recommendation for cancelling classes to engage in campus wide discussion; planning a week in which events each day addressed a common theme; and creating space for public art and visual expression by students and community members.

V. What's Happened Since We Last Met?

- The Leadership Board discussed recent regulations regarding international students and the Student and Exchange Visitor Program, mandating that international students on some visas who are not taking in-person classes must leave the country. Babi Lemos '21 discussed some of the experiences and fears other international students are facing but expressed thankfulness for faculty and staff at Carleton.

- Miiko Taylor discussed the [Instagram post from the @dearpwi account](#) (shared via Slack) about funding for multicultural events. CSA met and is planning to make a statement about this issue.

The meeting was adjourned at 3:57 p.m. CT via Zoom