

CEDI Leadership Board Meeting Minutes

October 12th, 2020

Present: Chris Dallager, Carol Flaksberg '22, Carolyn Fure-Slocum, Shaheer Jaffar '24, Danny Mathews, Jen McMurray, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Jay Tasson, Miiko Taylor, Trey Williams, Chico Zimmerman, Brisa Zubia, Elise Eslinger (Advisor)

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

- The CEDI Leadership Board welcomed new member Carol Flaksberg and visitor Andrea Kubinski.

III. Updates

a. Anti-Racism Training Update

- Jen McMurray and Trey Williams provided an update from the small group who has been interviewing trainers that were not interviewed by the Action Team. Three organizations in particular were more available and seemed like a good fit for Carleton. The work team will meet over the upcoming week to further discuss and determine next steps. While there are a number of incredible trainers in the marketplace, the group has had some difficulty identifying resources that can meet Carleton's varied needs and tight timeline. For instance, many of the trainers have tended to favor small group sizes. They noted that configuring this training is a complex problem, but that the group is doing good work in order to find a good fit for Carleton's training. It seems that the earliest feasible point for holding the first training would be in December or January.

b. LIFG Action Team Update

- Asuka Sango and Jay Tasson reported on the research this action team has conducted so far, including reaching out to offices and areas supporting LIFG students, questioning "How do you define LIFG, and how do you identify LIFG students? What are existing resources for LIFG students, and how are they publicized? Are there obstacles to publicizing these events? How can we do this better?"
- There was also discussion of the Division of Student Life's work on First Gen Forward Initiative with the NASPA and the Suder Foundation (<https://firstgen.naspa.org/first-forward>).
- The Leadership Board also discussed how the College can better promote high-impact experiences and support services for all students, not just for LIFG students. Both a universal design and an approach reaching out to LIFG students should be used.

c. IDE Planning Update

- Chico Zimmerman and Jeninne McGee '85 (trustee) will be co-chairing the College's IDE Planning efforts over the course of the coming year. Additional members of a nucleus steering group of faculty, staff, student and alumni members include Professor Cherlon Ussery, and trustee Alison von Klemperer

'82 P' 16. This group will select a consultant to assist with the planning process and determine how best to bring additional Carleton community members into the process. The fall term is mainly being spent formulating the steering committee and hiring consultants.

- The group will work to establish a plan for Carleton for the next 3-10 years. This work will begin now and continue until the new president begins so that the new leader can have some input on this work.

d. Departmental Email Outreach

- The Leadership Board discussed the project to gather from academic and administrative departments and programs the efforts around campus (events, resources, etc.) to address race, racism, and provide anti-racist programming. A Google sheet has been shared with the Board establishing departmental/program assignments for each member and sample scripts to use.
- Outreach should occur by October 26. Board members were asked to add links about events and resources to the Google doc, so Lena Stein may post them on the CEDI website.
- The hope is that this process will help remind the community that CEDI is a resource for sharing information about IDE efforts. Danny Mathews noted that some offices will approach IDE topics through other forms of intersectionality; these initiatives should also be listed.

IV. New/Old Business

a. CEDI Charge for 2020-2021

- The Leadership Board discussed the drafted CEDI charge for the current academic year.
- Some members were struck by the more specific focus on anti-racism than in past years and suggested leading with CEDI's overall objectives and then move into current anti-racism initiatives after that.
- The group also asked for more clarity on CEDI's oversight role with training and assessment of it and wondered about how will CEDI connect to the IDE process. Elise Eslinger, Éva Pósfay, and Steve Richardson will check with Tuesday Group and come back to CEDI with clarification.

b. SAC/Forum update on anti-racism initiatives being sponsored by these groups

- SAC and Forum have been meeting to talk about how to support and educate staff on antiracism. The Staff Anti-Racism Education and Awareness (SARAE) Group meets every other week (5th, 7th, and 9th) and discusses a new theme each term. This term, they are discussing the historical context of racism in America and at Carleton. More information is available online.

V. CSA Updates

- CSA has been working to create support for student cultural groups with less barriers to access: the proposal is to divert \$30k from the spring concert budget and have a headliner once every 4 years, spending the savings on a fund for student organizations; this has been put to the student body for a vote.

VI. What's Happened Since Our Last Meeting?

- Carolyn Fure-Slocum gave an update on the Chaplain's office sponsored dialogue series with the UCC, Courageous Conversations on White Privilege, which will likely be re-offered in winter term due to a strong level of interest.
- Miiko Taylor reminded CEDI that we are in the second year of the Winter Wardrobe program, which will be taking contributions for the next several days and which will be open October 15-19 in Sayles-Hill 252.

The meeting was adjourned at 4:00 p.m.