

## **CEDI Leadership Board Meeting Minutes** **October 26<sup>th</sup>, 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, Miiko Taylor, Trey Williams, Chico Zimmerman, Brisa Zubia, Elise Eslinger (Advisor)

### **I. Welcome, introductions of visitors, if present**

The group welcomed visitors Erin Arntson, Hanah Diebold, Kris Parker, Kallie Rollenhagen, Liz Rowley, and Michael Thompson

### **II. Approval of Minutes**

Minutes from the September 28 and October 12 meetings were approved as drafted.

### **III. Current Projects**

#### **a. Anti-Racism Training Update**

- The working group is currently vetting trainers, checking organizations' references, and considering the ability of trainers to reach an audience of a larger scale.
- In order to support this work, CEDI can communicate to the campus about what is currently being done and that we are close to finding the right trainers for Carleton. The Leadership Board discussed different ways that CEDI can communicate these and other messages about CEDI's efforts via College Communications, social media, and campus announcements. Miiko Taylor and Shaheer Jaffar '24 volunteered to help with a social media presence for CEDI.

#### **b. LIFG Action Team Preliminary Report**

- The LIFG Action Team gave a preview of their report, which will be submitted before the next meeting. This team has been learning about how different offices and programs around campus define low-income and first-generation identities and how they reach out and provide services to those students. Combining these identities as "LIFG" can sometimes be a problem, as there is not always overlap between people who are low-income and those who are first generation. Additionally, while we celebrate first generation students coming to Carleton, being a low-income student can feel like much more of a stigmatizing identity.
- The action team has spent time thinking about three elements that mutually reinforce each other: Publicizing; Increasing Awareness (understanding barriers); and Collaboration are critical for success. The action team learned a lot about these activities in different offices and is thinking of ways to connect these efforts across campus. They have done some brainstorming about further actions, including videos to celebrate FG; promotional pieces on opportunities; LTC sessions; peer-to-peer advising/outreach; shifting from informal referral to targeted outreach.
- Shaheer Jaffar shared that some international students might not fit the first-generation definition but may benefit from support designed for first-generation students, because they are the first in their families to be navigating the American

system of higher education. There may need to be more work done to identify this need and perhaps expand our definitions of LIFG to be more inclusive and understand that these are not monolithic categories. Thus it will be important to balance targeted outreach and universal design. Peer-to-peer conveyance, A&I seminars, and Sophomorphosis might be good ways to share about these opportunities.

c. Financial Literacy Action Team Update

- The Financial Literacy Action Team is working on a draft of their report, which should be ready for CEDI's last meeting of the term. They are currently contacting and meeting with other colleges and universities who are working on financial literacy projects and seeking to understand the best practices in these types of programs across institutions of higher education. There are generally four mechanisms to convey this information: periodic workshops; peer-to-peer counseling; financial literacy fairs; and more passive mechanisms and off-the-shelf programs. The Action Team is working on proposing some scenarios and addressing the questions: What could we pilot at Carleton? What kind of structure would we build around these pilots? What would sustain the program? How would we grow the program?

d. IDE Planning Update

- The steering committee now has a complete roster of members and has received their preliminary charge, which the Board of Trustees has approved.

e. Departmental Email Outreach Update

- Thanks for everyone's work to reach out to departments and programs to gather information on anti-racism events and resources. The Leadership Board will continue to work on promotional strategies to accompany this information and has been adding events to the CEDI calendar online.

f. Faculty Talking Circles Email Update

- Éva Pósfay shared the prompts for the BIPOC and general faculty talking circles being held this week.

g. CEDI Charge for 2020-2021

- The Leadership Board discussed the revised CEDI Charge for the academic year, which will guide the group's work for the remainder of this academic year.

#### **IV. CSA Updates**

- The spring concert funding shift mentioned at the last meeting was not approved through the student referendum. CSA is now looking at a way to encourage more turnout for a second consideration.

#### **VI. What's Happened Since Our Last Meeting?**

- SARAE will be having their second event this Thursday.
- Miiko Taylor encouraged donations to the Carleton Cupboard as the food drive is open this week.

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