

CEDI Leadership Board Meeting Minutes
August 25th, 2020

Present: Erin Arntston (visitor), Hanah Diebold (visitor), Carolyn Fure-Slocum, Danny Mathews, Jen McMurray, Éva Pósfay, Santi Rico '21, Laura Riehle-Merrill, Asuka Sango, Michael Thompson (visitor), Trey Williams, Brisa Zubia, Elise Eslinger (Advisor), Lena Stein '21 (Secretary)

I. Welcome, introductions of visitors, if present

- Éva Pósfay began the meeting by taking time to acknowledge the recent shooting of Jacob Blake in Kenosha, Wisconsin.
- Éva Pósfay noted that co-chair Steve Richardson would not be able to attend the meeting.
- The CEDI Leadership Board welcomed Erin Arntson (Summer Liberal Arts Institute Programs Coordinator), Hanah Diebold (Assistant Director of Student Activities), Santi Rico '21, and Michael Thompson (Director of Alumni Relations).

II. Approval of Minutes from 8/11

- The meeting minutes from Tuesday, August 11 were accepted.

III. Interview with authors of the Alumni Letter

- The Leadership Board discussed the [interview](#) with Adriana Estill, Anita Chikkatur, Ainsley LeSure '05 and Halah Mohammed '14, which offered a close reading of the letter sent by the Carleton administration to the alumni who signed the open letter published August 9.
- The Leadership Board discussed some of the language issues raised in the video and how the video is being circulated in Carleton circles.
- Elise Eslinger shared that President Poskanzer will be meeting with some of the authors of the letter in September and will additionally be meeting with authors of the faculty letter. Tuesday Group will be meeting with Black Student Organization leaders shortly after meeting with the Board of Trustees to discuss the idea of a ten-year institutional plan for inclusion, diversity, and equity.

VI. Updates

- a. Action Team on Anti-Racism Training
 - Brisa Zubia shared that the action team is narrowing their list of anti-racist trainers to 5 or 6 companies and is hoping to submit their proposal by the end of the week to be reviewed by CEDI and Tuesday Group. They will be interviewing two companies this week with some follow-up questions.
- b. Action Team on Events and Dialogue
 - Co-chairs Éva Pósfay and Steve Richardson plan to continue reviewing these documents and will bring recurrent themes to the next Leadership Board meeting.
 - Carolyn Fure-Slocum shared about the recent work on dialogue events, now under the working title “Ongoing Engagement with Anti-Racism.” This initiative hopes to help coordinate events across campus and potentially hold new events on the theme of anti-racism, race, and potentially other forms of discrimination. This group also plans to create small discussion groups that would work similarly to the convocation discussion groups that have been offered over the past two winter

terms. Although there are other discussion circles occurring on campus, these groups would offer a chance for students, faculty, and staff to discuss together. The topic will be further discussed at an upcoming meeting.

- c. Title IX and new policy on sexual misconduct
 - Laura Riehle-Merrill presented on the updates to the College sexual misconduct policies which have been enacted as a result of new Title IX regulations. The new required regulations, which reflect an emphasis on respondent's rights, require a live hearing process for all Title IX cases, narrow definitions of sexual misconduct, and involve new decision maker and hearing advisor roles. Fortunately Carleton can still offer Title IX support and resources to any student and can continue to define harassment more widely in College policy.
 - Some pieces of this work are still in process, including updating other campus policies about what constitutes sexual harassment, update relevant procedural documents, and determine who will serve as hearing advisors and the hearing officer.
- d. Staff Talking Circle Themes to help inform CEDI Charge
 - Éva Pósfay shared a list of six central concerns heard in the staff talking circles, including: the need to keep current conversations and actions about anti-racism ongoing; the need for more transparency about decision-making at Carleton; a concern about BIPOC staff and how best to support them; the feeling that staff seem to be last priority; the desire for diversifying staff (especially in leadership); and the desire for Carleton to consider hiring a Chief Diversity Officer.

VIII. What has happened since we last met?

- The Leadership Board discussed the faculty letter addressed to Tuesday Group.
- The co-chairs will also propose an additional meeting in the upcoming weeks to discuss the action team's recommendations for anti-racist training.
- All Leadership Board members should additionally complete the Doodle poll for scheduling for fall term.

The meeting was adjourned at 4:05 p.m.