

## **CEDI Leadership Board Meeting Minutes September 14, 2020**

Present: Chris Dallager, Carolyn Fure-Slocum, Hanah Diebold, Danny Mathews, Jen McMurray, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Miiko Taylor, Jay Tasson, Michael Thompson, Chico Zimmerman, Brisa Zubia, Elise Eslinger (Advisor)

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

- Éva Pósfay welcomed visitors Hanah Diebold and Michael Thompson as well as Chico Zimmerman, who is new to the Board.

### **II. Acceptance of 8/25 Minutes**

- The meeting minutes from August 25 were approved.

### **III. Updates**

#### **a. Action Team's Proposal to Tuesday Group (TG) and Next Steps**

- Éva and Steve conveyed that TG unanimously endorsed the major thrust of the report from the Action Team on Anti-Racism Training and its three-stage approach. Section 4 of the report included the notion of continuously ongoing training - Tuesday Group agreed that Carleton must assess the program's first year before determining what happens in following years, though the commitment to ongoing training was clear.
- Section 5 of the report included recommended trainers. Tuesday Group is forming a small group of faculty and staff who will interview these trainers and make selections of which trainer(s) to hire for 2020-21 programming. TG also noted the need to appoint a project manager to lead the anti-racism training implementation and is working to recruit this person (NOTE: former CEDI co-chair, Kathy Evertz, will be serving in this role).
- a. Section 6 of the report details suggestions beyond the charge for how to support the training. Tuesday Group found these recommendations useful and will continue to study these ideas.

#### **b. Update on Meeting between Ujamaa Collective and Tuesday Group**

- Tuesday Group met with the Ujamaa Collective (the new name for the Black Student Organization Leaders who have brought student demands to Tuesday Group) on September 2nd to update students on progress that has been made on the initial set of demands. Action Reports are being [posted online](#) following each of these meetings.

#### **c. Board Meeting and recent President Poskanzer Meetings**

- Elise Eslinger shared that the Carleton Board of Trustees met on August 28 and endorsed the creation of a ten-year, broad-based, community-wide plan for inclusion, diversity, and equity (IDE) at Carleton.

- Steve Poskanzer has also met recently with the alumna chair of the MCAN Board; with the alumni authors of the open letter to the administration; and with faculty who have raised curricular change suggestions with the President and the Dean.

**d. Faculty Talking Circles**

- Éva Pósfay raised the notion of the CEDI-run faculty talking circle. Though this has not yet happened, there is still some interest for this idea.
- Chico Zimmerman suggested that the Leadership Board clarify the purpose of these talking circles. Brisa Zubia reflected that, while earlier sessions were more reactionary, we now have the opportunity to be more proactive and offer a space for feedback regarding issues of equity, diversity, and inclusion.
- Miiko Taylor affirmed that faculty have been very engaged and are eager to hear how they might support campus efforts, and Éva spoke about ensuring that we are welcoming and inclusive to all faculty.
- Éva and Steve will begin working on an approach to this talking circle and will report back to CEDI.

**IV. New and Old Business**

**a. Continuing the Financial Literacy Action Team**

- This group, chaired by Al Montero, will resume meeting next week and will be joined by returning students.

**b. Launching the Low Income First Generation (LIFG Action Team)**

- This action team is working on scheduling bi-weekly meetings for the terms and is seeking to replace one student member who was not available this term.

**V. What's Happened Since Our Last Meeting?**

- Elise discussed the need for more student participants in CEDI. Éva has reached out to Andrew Farias, the CSA President, about recruiting one at-large student member and one CSA liaison. Miiko Taylor offered to share this opportunity with students at the first CSA Senate meeting and at the upcoming student involvement fair.
- Carolyn Fure-Slocum shared about the new Courageous Conversations on White Privilege happening in conjunction with the First United Church of Christ. Anyone can join this program, which is aimed at white people. More information is available on the CEDI website and through Associate Chaplain Hannah Campbell Gustafson.
- Miiko Taylor will give an update on CEDI's work at the first Forum meeting this coming Wednesday.

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