

## **CEDI Leadership Board Meeting Minutes September 28<sup>th</sup>, 2020**

Present: Erin Arntson (visitor), Hanah Diebold (visitor), Carolyn Fure-Slocum, Shaheer Jaffar '24, Jen McMurray, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Jay Tasson, Miiko Taylor, Trey Williams, Chico Zimmerman, Elise Eslinger (Advisor)

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

- The CEDI Leadership Board welcomed student Shaheer Jaffar '24 and shared that Carol Flaksberg '22 will be joining at CEDI's next meeting as the CSA Liaison.

### **II. Approval of minutes from 9/1, 9/14**

- The minutes from September 1st were approved without change and the minutes from September 14 were approved with the update of Hannah Campbell Gustafson's title as Associate Chaplain.

### **III. Updates**

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

- The Action Team submitted its recommendation to CEDI in late August, which has since endorsed the plan for year one of training, agreed that ongoing training will be important and should be determined after year one training assessment can be completed, and suggested that the additional recommendations beyond training would require further discussion.
- The CEDI Co-chairs brought this proposal with the Leadership Board's input to Tuesday Group in early September. Tuesday Group approved the plan for the first year of training and agreed that details about ongoing training would be determined after the first year's training could be assessed. Tuesday Group determined that the Action Team's recommendations beyond training should be considered as part of the Inclusion, Diversity, Equity (IDE) planning process.
- In the meantime, Tuesday Group put together a team to complete the selection of the year one trainer(s). Former CEDI co-chair Kathy Evertz has been named the project manager to lead year one training implementation. She is joined by Thabiti Willis (Action Team), Trey Williams (Action Team), Kirstin Budin (HR and member of Action Team), Jen McMurray (SAC), Nonoko Sato '00, and Anita Fisher Egge (Forum) to select the trainer(s). The first foundational workshop is still on track for the fall.

#### **b. Update on 9/24 Meeting between Ujamaa Collective and Tuesday Group**

- At this meeting, Tuesday Group and student representatives of the Ujamaa Collective discussed the priority concerns of the Ujamaa Collective including faculty and staff anti-racism training, a Black Center on campus, support of BIPOC students, a Chief Diversity Officer at Carleton, and compensation. Details related to these demands are available [online](#).
- Another conversation will occur between students from the Ujamaa Collective and Tuesday Group later this term.

#### **c. Anti-racism statement on the web**

- Elise Eslinger shared the [anti-racist statement](#) that has been added to the President's website. This statement will also be shared on the CEDI website.

- d. Faculty Talking Circles
  - The Leadership Board continued to discuss the topic of faculty talking circles. Over the past two weeks, the chairs have been checking to see if the talking circle would conflict with other opportunities, and it appears that CEDI should be able to move forward hosting these talking circles. The Leadership Board spent time discussing prompts for faculty talking circles.
  - Members of Leadership Board questioned whether there should be a more national focus (discussing the outcome of the case of Breonna Taylor, for example) or a focus on Carleton's campus (e.g., discussing changing the diversity requirement or anti-racist pedagogies).
  - The Leadership Board will move forward by considering what faculty are thinking about the evolving anti-racism conversations and how CEDI can help faculty continue to engage with these questions. The board also discussed adding a "comment box" to the CEDI webpage where community members could quickly submit a question or comment to the Leadership Board.
- e. Annual fall CEDI email message to community
  - Steve Richardson spoke about the annual message from CEDI to the Carleton community; this message reiterates CEDI's mission and offers some information about CEDI's work last summer and plans for the coming year. This message will be sent to the community soon.

#### **IV. New/Old Business**

- a. Associated Colleges of the Midwest (ACM) Anti-Racism Series
  - Elise Eslinger shared about a series by the ACM available to faculty and staff. She highly recommended the series and will share some ideas from the first session. Chico Zimmerman added that Liberal Arts Collaborative for Digital Innovation (LACOL) is also holding excellent sessions for faculty and encouraged the sharing of that information, too. (Note: additional information was sent to the Leadership Board via email)
- b. Gathering anti-racism initiatives from offices and departments
  - i. CEDI will be continuing to learn and share about events and initiatives related to racism, anti-racism, and race from offices, departments, and programs across Carleton's campus. The list of the events and resources that has been developed so far can be viewed on [CEDI's website](#).

#### **V. CSA Updates**

- Carol Flaksberg '22 will be the Leadership Board's newest CSA Liaison.
- This year, several new organizations have been chartered including Black Student Athletes at Carleton (BSAC), Sunrise Carleton, and Girls who Code.
- CSA is currently working to develop a cultural fund with fewer restrictions on obtaining support and will also be reassessing the processes student organizations must go through to access funds, wondering what steps can be taken to make the funding process more equitable. CSA will also be working with Ujamaa Collective to support these students.
- Finally, CSA is working on a menstrual cup program and continuing to offer the CSA Textbook Library, which has been supporting about 50 students this term.

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

- As of just before this meeting, Carleton's TRIO program has been renewed for another 5 years, which is an exciting accomplishment especially with the shifts of the current presidential administration. Trey Williams asked the Leadership Board to keep this news confidential until it could be announced to students.

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