**CEDI Leadership Board Minutes**

**May 4, 2021**

**3:45-5:00 p.m. via Zoom**

Present: Carol Flaksberg ‘22, Sindy Fleming, Carolyn Fure-Slocum, Shaheer Jaffar ‘24, Danny Mathews, Jen McMurray, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Trey Williams, Chico Zimmerman, Jay Tasson, Andrea Ramos ‘23 (CEDI Secretary), Elise Eslinger (Advisor)

Visitors: Kathy Evertz and Todd Jamison

**Welcome, approval of minutes from 4/27**

*The minutes from 4/27 were approved without any changes.*

**CSA Updates**

*Carol Flaksberg mentioned the work that CSA is doing to encourage reduction of carbon emissions on campus. Picking up on last week’s conversation about the intersection of Jewish holidays with the beginning of the academic year calendar, Carol also mentioned that the first day of classes for fall 2021 was moved to avoid complications with Rosh Hashanah, but this change did not resolve the intersection of the first day of Tues/Thurs classes with Yom Kippur. Yom Kippur is a religious and cultural holiday that includes fasting and staying away from technology and other engagements.*

**Accommodating and recognizing religious holidays**

*Carolyn Fure-Slocum expressed empathy for the concerns about the overlap between religious holidays and the start of the academic year because of the complications caused for students. She described some of the history of recent action taken to address these concerns, including the 2018 submission of recommendations from CEDI to the Dean’s Office for future calendar planning. Carolyn suggested that CEDI could consider editing the 2018 recommendation to encourage acknowledgment not just of the first DAY of class, but also of the first “days” of class (to include Tues/Thurs schedule).*

*Carol Flaksberg noted that the CSA is considering advocating for some ways to help students who were participating in the holidays that overlap the first days of class. This includes: extending the add/drop period; contacting professors about students missing the first week; and encouraging professors to distribute the class syllabus to all interested students before classes start. These suggestions are going to the CSA and JSC for their input; Carol will bring this topic back to the next CEDI meeting.*

**Antiracism Training**

**Updates**

*The last full group training session occurred last week. Today is the first day of the final affinity groups. A question was raised regarding the degree of compliance in the mandatory training. Kathy Evertz will check with HR and get that information back to CEDI.*

**Considering a first draft of the assessment tool**

*The Leadership Board reviewed a first draft of the assessment tool. Among the recommendations were to focus reflections on one’s own learning rather than the learning of others; to order the survey so general questions about the training and logistics are ahead of assessing the delivery of learning objectives to avoid establishing bias at the start. The group acknowledged that, ideally, CEDI would have been able to issue both a pre-evaluation to check knowledge prior to the training and then a post-evaluation to assess learning that occurred over the course of the training. Further discussion focused on simplifying the questions and ensuring that the responses would provide meaningful data for future planning.*

*Institutional Research will take this input into account in bringing a next draft to CEDI.*

**IDE Planning Update**

*The focus groups and small group interviews have been completed, with the initial findings being presented to the Tuesday Group at the end of the month. A presentation about the major themes will be made for faculty and alumni. Students and staff will be updated in the fall, but the presentation will also be available for them sooner. Strategic recommendations will be made over the summer, with the aim of crafting a preliminary version of a plan for consideration when the new president arrives in early August.*

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| *Next Leadership Board Meeting:*  **May 18, 3:45-5 p.m. via Zoom** |