**CEDI Leadership Board Meeting**

**February 8, 2022**

**3:15-4:30 p.m., via Zoom**

*Present: Tauseef Akbar, Andrew Carlson, Liz Cody, Melissa Eblen-Zayas, Renee Faulkner, Carol Flaksberg ‘22, Danny Mathews, Jen McMurray, Al Montero, Steve Richardson, Laura Riehle-Merrill, Miiko Taylor, Sam Thayer, Chico Zimmerman, Elise Eslinger (Advisor), Andrea Ramos ‘23 (CEDI Secretary)*

**Welcome and Approval of Minutes from 1/18 meeting**

*The CEDI Leadership Board welcomed Liz Cody, the director of ISL. The minutes from 1/18 were approved without changes.*

**CSA Update**

*CSA discussed the draft of the IDE Strategic Plan in their recent meeting.*

**Antiracism Training Update and Next Steps**

**Selection of a trainer**

*The CEDI subcommittee that has been researching consultants to provide the next phase of antiracism training had narrowed the search to two finalists. They met last week and decided on hiring Strategic Diversity Initiative (SDI), who has worked with Carleton in the past. The subcommittee will be meeting with SDI soon to discuss how they want the training to look in the Spring.*

**Additional feedback meetings**

*The CEDI subcommittee invited all members of the CEDI Leadership Board to join this group helping to finalize training plans. Volunteers should reach out to Chico, Steve, or Elise to be included.*

**Soliciting interest in facilitation training**

*The facilitation training is meant to be another resource to anyone on campus who would like to be trained in facilitating IDE-related conversations. The training itself is four hours and will be offered to interested faculty and staff. The CEDI Leadership Board wants to make clear the commitments that are required of this training to the volunteers. The training subcommittee is working to determine details regarding participation so that volunteer recruitment can begin swiftly. While there has been some staff interest expressed, we also want to encourage faculty participation to have both constituencies represented. SDI is likely to have advice about how best to approach both faculty and staff about facilitation training and the commitment to assisting with Part II of the training.*

**IDE Strategic Plan**

*The IDE Steering Group combined all of the objectives and strategies created by the five working groups into a single document that works cohesively, removing any overlap. The draft was posted on the IDE website on February 1st. As the Co-Chair of the Steering Group, Chico requested feedback from the Board about the plan’s objectives. Andrew Carlson mentioned a concern about the timeframe of hiring a Chief Diversity Officer, since this person will be essential to implementing most of the objectives listed on the draft. The IDE Strategic Plan will need to be finalized before the CDO is hired, and it is anticipated that the plan will be helpful in recruiting someone to this position.*

*Carol mentioned the concerns and questions CSA expressed regarding the IDE Strategic Plan, including how the term BIPOC is being defined, and how international students are being included, as well as how the recruitment of international students is conducted. CSA also expressed a concern that there were not enough students in the working groups. They felt that seven students do not represent the whole student body, and it was difficult for most students to participate in working groups because many of the meetings occurred during school hours. Al Montero mentioned that he has had students come up to him who feel like they are not being represented by the Plan because it does not include LGBTQI+ or first-gen students, even though this plan is meant to be inclusive of all underrepresented groups. The Board believes that the wording and communication of the goals of the IDE Strategic Plan need to be expressed precisely and specifically because there has been some misunderstandings within the campus community of who will be impacted by the plan.*

*Although this plan is focused on Black experiences, many conversations within the working groups discussed other underrepresented groups, as well. Since there is so much overlap in identity, this plan is going to support all underrepresented groups and move Carleton in more positive directions.*

*Renee Falkner mentioned that many of the strategies can be implemented within 5 years, so why was the initial plan meant to last 10 years? Chico explained that there will be ripple effects that have to happen* *as a result of completing some of the strategies. It is a 10-year plan to consider other changes that are not explicitly stated in the Plan. Also, one of the objectives of the Plan is to be able to measure and see the results of the strategies, and they would need at least 2-5 years of data before they can begin seeing proof of results.*

**What’s Happened Since Our Last Meeting**

*Many students have been wondering about whether there will be a statement released regarding Amir Locke’s death. This opened a conversation about when statements should or should not be made. Elise Eslinger asked the Board if they have ideas for how to decide when a statement should be made when an incident happens. Renee suggested there should be a statement if the incident is impacting students (or others in the community) who have vocalized concerns to staff or faculty, or if similar issues have garnered statements in the past.*

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| *Next Leadership Board Meeting:*  **February 22, 3:15-4:30 p.m.**  **Hulings 316** |