

Dear Classmates:

Thank you for your commitment to improving Carleton and for your courage to speak out for change in the Carleton community. In response to classmates' requests for an update about Carleton's [Inclusion, Diversity, and Equity \(IDE\) work](#), I'll outline the Alumni Annual Fund's support for the new inclusion plan and then turn to what's been done.

### **Inclusion plan and Carleton's Alumni Annual Fund**

In November, the school created an inclusion plan gift designation for Annual Fund contributions. The money funds hiring, programming, training for faculty and staff and other things still to come. Carleton expects to spend \$500,000 on diversity and inclusion for the current academic year that ends this June.

Gifts marked for the inclusion plan allow the college to be nimble in such spending and give the Carleton community confidence to pursue this crucial work with courage and deliberate speed.

Our Class of 1986 signed on early to the inclusion plan gift designation. In November, we announced that Class of 1986 Annual Alumni Fund gifts of \$1,000 would be matched by a group of classmates. As of Feb 22, five classmates have donated \$5,000 directed to the inclusion plan. We want our class to raise \$100,000 for this transformative work.

### **Inclusion work that's been completed at Carleton**

- Establishment of an [IDE Plan Steering Group](#) comprised of alumni, faculty, staff and students assisted by [an external consultant team, Cambridge Hill Partners](#), to work in concert with the group to develop a long-range plan to improve IDE efforts with a special focus on the Black experiences at Carleton. You may follow the work of the planning group at <https://www.carleton.edu/inclusion/>. The aim of the 10-member Steering Group is to develop and run a comprehensive planning process that is transparent and inclusive. Including diverse voices will help ensure that the final plan has greater impact and legitimacy. On March 1, the Steering Group released a survey about inclusion priorities to all alumni. This survey will also be sent to students, faculty, staff and administrators. I completed it last week and encourage you to take part. Twenty nine focus groups are being conducted now through April.
- [Antiracism Training](#): Carleton mandated training for all faculty, staff, trustees and key alumni volunteers. Dr. Bryana French and Dr. Stephen Brookfield [antiracisttraining.org](http://antiracisttraining.org) from the Twin Cities are leading the monthly seminars and small group sessions. Over 180 alumni volunteers, including classmate Lou Reynaldo, parents, and the Trustees had their training on March 6. If the training materials are of interest, I'll share them. Consultants French and Brookfield conduct monthly faculty and staff events on inclusion topics, such as implicit bias and microaggressions.
- [Staff Anti-Racism Awareness & Education](#): Carleton staff are participating in dialogue sparked by selected media that centers on issues of racism.

- 5th Year Africana Studies Associate Position Hired: This role provides more focus on Africana Studies and Black student life on campus. For more, visit the [Africana Studies department website](#) or see President Poskanzer's [Action Report from November 2020](#).
- Community, Equity, Diversity, and Inclusion (CEDI): This pre-existing subcommittee of College Council is committed to monitoring and responding to IDE issues on campus.
- The student group Ujamaa Collective has been meeting with senior staff to share their concerns and to work collaboratively to improve the BIPOC student experience. You can find a list of the topics they have been discussing on the President's web page under campus climate: <https://www.carleton.edu/president/climate/eradicating-racism/action-report/>

### **Impact of Presidential Search on Inclusion Plan**

Because the College has a presidential search underway, the leaders of the inclusion plan steering group, Chico Zimmermann and Jeninne McGee, do not aim to complete an entire plan this spring. Nor do they do not propose quick healing solutions. It is reasonable to expect that the new President will bring fresh energy and new perspectives. It makes sense to give Carleton's new leader the space to help develop the inclusion plan and its measures.

### **Additional Updates**

The [IDE Plan Steering Group](#) and [President Poskanzer](#) will continue to provide updates this winter and spring.

I look forward to your input on and involvement in Carleton's hard work to create a more just and welcoming learning community. It is greatly appreciated. I ask that you join us today in supporting this work for justice and change.

Sincerely,

A handwritten signature in black ink, appearing to read 'Carol Barnett', written in a cursive style.

Carol Barnett '86

612-325-7585

cbarnett29@me.com