

CEDI Leadership Board Meeting Minutes **August 11th, 2020**

Present: Erin Arntston (visitor), Chris Dallager, Hanah Diebold (visitor), Carolyn Fure-Slocum, Danny Mathews, Jen McMurray, Éva Pósfay, Steve Richardson, Santi Rico '21 (visitor), Laura Riehle-Merrill, Asuka Sango, Jay Tasson, Miiko Taylor, Michael Thompson (visitor), Trey Williams, Brisa Zubia, Elise Eslinger (Advisor), Lena Stein '21 (Secretary)

I. Welcome, introductions of visitors, if present

- The CEDI Leadership Board welcomed Erin Arntson (Summer Liberal Arts Institute Program Coordinator), Hanah Diebold (Assistant Director of Student Activities), Santi Rico '21, and Michael Thompson (Director of Alumni Relations).

II. Approval of Minutes from 7/28

The minutes from the July 28 Leadership Board meeting were passed as amended.

III. Additional Demands Received 8/10 from BSO Leaders

- Elise Eslinger shared that additional demands had just been received the previous day from BSO leaders and that Tuesday Group would be meeting soon to discuss these additional concerns. A meeting with the BSO Leaders regarding the demands is being scheduled for early September. The Co-chairs of CEDI will be present for this discussion, and an update to campus will subsequently be sent out.

IV. Letter from Alumni, Tuesday Group Response

- Elise Eslinger shared her understanding of the letter from alumni, which grew out of concerns from alumni and current students soon after the murder of George Floyd.
- Michael Thompson noted that Alumni Relations had recently learned about the letter in the past week and that MCAN had since reached out to the group of alumni.
- Elise Eslinger discussed the call for a long-term ten-year plan for racial equality and equity, and shared that the Board of Trustees will be meeting to discuss this idea in late August.
- Although CEDI's work doesn't usually address alumni matters, the Leadership Board may become involved as it pertains campus climate issues.

V. Following up on December Workshop Idea

- Steve Richardson reminded members of the idea of hosting a December Workshop, a project that would be separate from both a symposium/series of events and another reading discussion for the CEDI Leadership Board. Steve is currently gathering volunteers for this project, although work might not begin until early in Fall Term, if this workshop is aimed for the beginning of winter break. Carolyn Fure-Slocum, Jen McMurray, and Jay Tasson each volunteered.
- Brisa Zubia suggested that, in continuity with the other work CEDI has done to amplify our name to students, it might be more beneficial to host a workshop at a different time in order to include students in the event. Perhaps there is a need for CEDI to hold an all-campus event, as well as faculty and staff events.

VI. Updates

- a. Action Team
 - The action team working to develop a proposal for anti-racism training, shared some of the work they have done and reported that they are hoping to finish crafting the proposal in the next few weeks. This group has worked to gather a list of potential trainers, develop a set of themes for training, consider the needs of different audiences, and consider other mechanisms on campus related to this work.
- b. Further Work with Staff Talking Circle Notes
 - Co-chairs Éva Pósfay and Steve Richardson plan to continue reviewing these documents and will bring recurrent themes to the next Leadership Board meeting.

VII. Scheduling Fall Term CEDI Meetings

- For the fall term, the Leadership Board will meet biweekly but keep the extended meeting time and check in frequently. Additionally, multiple action teams will be at work.
- A Doodle poll will be sent out soon to set the time of meetings for the fall.

VIII. What has happened since we last met?

- Faculty Discussion re: American Association of University Professors (AAUP) Chapter
 - Asuka Sango shared about the American Association of University Professors, which does not currently have a chapter at Carleton. There are some Carleton faculty leading efforts to learn more about AAUP chapters.
 - The organization assists faculty to think about more robust models of faculty governance, but membership can be fairly pricey.
- Board members spoke to the recent article written by Professors Amna Khalid and Jeff Snyder ([Why diversity training is likely to disappoint](#)) and discussed how anti-racism training is not a singular solution and may not be effective for all audiences.
- Laura Riehle-Merrill briefly reported on Title IX updates, sharing that she has recently spoken with CSA, will meet with College Council, and will speak at the staff Quarterly Meeting regarding the sexual misconduct policy updates.

The meeting adjourned at 3:50 p.m.