

**CEDI Leadership Board Minutes**  
**January 21, 2021**  
**3:45-5:00 p.m. via Zoom**

Present: Chris Dallager, Carol Flaksberg '22, Carolyn Fure-Slocum, Shaheer Jaffar '24, Danny Mathews, Jen McMurray, Al Montero, Éva Pósfay, Steve Richardson, Laura Riehle-Merrill, Asuka Sango, Miiko Taylor, Trey Williams, Chico Zimmerman, Elise Eslinger (Advisor)  
Visitors: Sonja Anderson, Kathy Evertz, Kris Parker, Michael Thompson

3:45-3:50 p.m. I. Welcome, introductions of visitors, approval of minutes from 11/9 and 1/7  
Éva

*The approval of minutes was tabled to a future meeting to allow us to turn to visiting presenters who had time constraints.*

3:50-4:55 p.m. II. Current Project Updates and Next Steps

a. [Antiracism Training](#) Reflections Kathy Evertz

*Antiracism training Project Manager, Kathy Evertz, shared the recent revisions to the affinity groups to create one “open to all” group and another biracial/multiracial group. Several Leadership Board members and visitors expressed appreciation for the creation of these groups after concerns had been expressed. A number of faculty and staff also expressed anxiety about the expectations that affinity groups create “brave space” where people can be vulnerable and share. This raised the question “What happens when junior faculty members end up in a group with senior colleagues or junior staff end up in a room with senior staff?” The trainers won’t have the perspective or responsibility to monitor the consequences of opening up in such a session. Leadership Board members urged that we help the trainers to understand the faculty and staff divide at Carleton and noted that it may be difficult to create space where people feel safe to share. While some anxiety may be inevitable, there are also likely to be examples of people being heartfelt and courageous. There’s also a concern that people will be silent. The trainers may be wise to affirm up front that not everyone will feel able to be “brave” in their discussion groups. Kathy Evertz will take this input and work with the trainers on possible logistical approaches to ameliorate some of the concerns about power dynamics.*

*The first session of faculty and staff antiracism was held today. The Leadership Board offered feedback/recommendations for the next large group session (e.g., start on time—don't wait until everyone has arrived) and posed questions (do students know these sessions have begun? Can the recorded sessions be made available to students? Alumni? N.B.: This appears to be likely, based on how they'll be posted on the antiracism website.)*

b. Communications subgroup

Steve Richardson

*Steve, Miiko, and Shaheer talked earlier this week about how CEDI can make information more available to the campus. They have begun to explore the question: can we utilize additional media platforms to share information, improve communications and transparency, and mine those mechanisms for feedback? They will continue these conversations and will bring this back to the Leadership Board for future discussion.*

c. CSA Liaison Report

Carol

*The New Year's Eve student incident was reviewed through the bias process, and the information is posted on the CEDI website. CSA has raised the question about whether CEDI should review and perhaps augment the bias incident communication process; this will be discussed by CEDI next week.*

*Steve and Eva passed along to the administration CEDI's urging to communicate to the community more proactively about the New Year's Eve incident, and this resulted in a message to the faculty providing a basic description of what occurred and a note that students may ask to speak about the situation in class. (This message did not go to the staff or the students). CEDI feels there is more work to be done on communications. Questions for future discussion: When a bias incident occurs, who decides how transparent to be about it? Why are communications not more proactive?*

d. [IDE Planning](#) Update

Chico

*Tomorrow IDE Planning co-chairs Chico Zimmerman and trustee Jeninne McGee meet with the consultant to finalize the contract language. The consultants, together with Chico and Jeninne will meet with the Board in early February. The Consultants will attend the next IDE committee meeting and will fine tune a timeline. By mid-February, they'll begin organizing focus groups*

*and gathering information from campus constituencies. It is likely they will want to talk with members of the CEDI Leadership Board in this process. There will be an update message to campus in February.*

*NOTE: CEDI THEN ENTERED A CLOSED SESSION FOR THE REMAINDER OF THE MEETING TO DISCUSS CONFIDENTIAL SHARING FROM FACULTY TALKING CIRCLES AND LTC SESSION*

*Next Leadership Board Meeting:*

**February 4, 3:45-5:00 p.m.**