

## **CEDI Leadership Board Minutes**

**April 6, 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, Miiko Taylor, Trey Williams, Chico Zimmerman, Andrea Ramos '23 (CEDI Secretary), Elise Eslinger (Advisor)  
Visitor: Kathy Evertz

### **Welcome**

*Steve Richardson welcomed CEDI Leadership Board members and recognized with gratitude the extension of Miiko Taylor's term as Forum liaison to CEDI.*

### **CSA Updates**

*Carol Flaksberg expressed concerns that the start of classes next fall overlaps with Yom Kippur. Shaheer Jaffar noted that the religious holiday of Holi passed recently without much recognition on campus. Carolyn Fure-Slocum noted that this would be a good topic to discuss at a future meeting, as it is important to acknowledge the holidays and their implications, and there have been some processes developed to address some of these concerns. This topic will be added to an upcoming agenda.*

### **Debriefing April Antiracism Training Session**

*Kathy Evertz joined the meeting to discuss the April 1 large group faculty and staff antiracism training session. Al Montero described for the students on the Leadership Board the latest training session, in which the audience was invited to anonymously comment on the microaggressions they have had or heard have occurred at Carleton. The intent of the trainers was to convey that such biases are a very real issue for the Carleton community. However, the barrage of examples was quite overwhelming to have shown on the screen in real time and came across to some members of the community and indication of a hostile work environment. Professor Sneha Narayan conveyed this view in a statement at the April 5 faculty meeting (the statement had been shared with the Leadership Board prior to the meeting). She requested that several actions be taken as a result of the trauma she felt: an acknowledgment of the harm of this activity from the trainers and anyone at Carleton working with them; and the trainers should avoid putting BIPOC community members in a similar, hurtful situation in the future.*

*The Leadership Board discussed the training exercise and their concerns about how it impacted some members of the community. They also described a desire for the training to move past descriptions of the conditions that exist at Carleton and instead talk about the best ways to communicate with one another and have meaningful dialogue about the issues we face. This led to a conversation about the importance of choosing to be in dialogue in order to achieve successful outcomes; the impact of mandatory training; and how to hold our community*

*accountable to IDE work. The group also discussed the PR hazards of the public having access to the sli.do polls, which could be taken out of context. CEDI requested that the antiracism website be placed behind password protection for anyone with a Carleton password to have access.*

*The group then identified recommendations for the trainers, stemming from Professor Narayan's concerns: discontinue the use of sli.do in both large-group and affinity group settings; request that the trainers submit the slides in advance so that CEDI could review them prior to training sessions; request that the trainers make a written apology to Professor Narayan and the faculty and staff, and ensure that the next large group session be action-oriented toward how to make positive change in our campus community.*

*The meeting concluded at 5 p.m., with a determination that the agenda items that weren't addressed in this meeting would be taken up at the next CEDI session.*

*Next Leadership Board Meeting:*

**April 20, 3:45-5 p.m. via Zoom**