

CEDI Leadership Board Minutes

April 27, 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)

Visitors: Kathy Evertz and Todd Jamison

Welcome, approval of minutes from 2/18, 3/4, and 4/6

Request to have the minutes provided in a timelier way. Going forward the CEDI secretary will be able to stay up to date. The minutes of the 2/18, 3/4, and 4/6 meetings were approved without changes.

CSA Updates

The CSA has been discussing student clubs recently. Carol Flaksberg mentioned she had a helpful conversation with Carolyn Fure-Slocum regarding religious holidays at Carleton, following her mention of this topic at CEDI a couple weeks ago.

Update on recent discussions with Tuesday Group

Chauvin Trial and Anniversary of George Floyd's murder

Discussion groups have been formed for students as follow-up to the Chauvin trial. Attendance has been a bit thin at groups hosted so far. On April 28, Professor Ted Thornhill will present an online lecture, "One Year Later: George Floyd, Black Lives Matter, and the White Backlash." Beginning on May 16th, there will be display in Sayles addressing police brutality as well as honoring the Black lives that have been lost. A candlelight vigil will be held on May 25th to allow for reflection.

Ujamaa Collective 4/15 Meeting Update

Tuesday Group and the CEDI co-chairs met on April 15 with the Ujamaa Collective students. They discussed the following latest developments: the OIIL office split into the Office of Intercultural Life (OIL) and the Office of International Student Life (ISL); external consultants have been hired to help assess affinity housing and interest in a Black Center; updates from the IDE; and Admissions' work to expand recruiting of students from Africa and the Caribbean.

Al Montero mentioned the confusion many students are feeling about Carleton spending \$10 million on Hasenstab Hall, and not towards a space for Black students. It was clarified that this money was donated specifically for the renovation of this academic building.

Jen McMurray reported hearing students' concerns about the OIIL split, noting that international students are expressing feelings left out. Shaheer Jaffar added that the split hasn't felt very inclusive for many students in that they often feel like they must choose

between the two offices. Trey Williams pointed out that, in recent years, the demographics of the student population of Carleton has grown in diversity, and thus a redistribution of support needed to be considered. While students may be finding the changes difficult right now, the hope is that the dedicated offices will eventually be beneficial to students. Future programming should be expanding the scope of educational opportunities and resources for both OIL and ISL. Cindy Fleming offered to speak with students about any concerns they might have about the changes.

Bias Incidents

The Tuesday Group is working on identifying appropriate next conversations with Professors Jeff Snyder and Amna Khalid, who have raised questions about the bias incident process at Carleton.

Response to Professor Raka Mitra and other faculty

Following up on an April 6 letter to members of the campus administration and CEDI co-chairs from Professor Raka Mitra and about 50 other faculty members, academic departments and programs were encouraged by the Dean of the College to spend some time in May identifying ways their areas are addressing inclusion, diversity, and equity within their curriculum and through departmental activities.

Antiracism Training

Updates

The final April affinity groups happened today, and the last community-wide event will happen April 29th. Kathy Evertz noted that Thursday's session was pre-recorded in the event Dr. Bryana French cannot attend (her second COVID shot happens the day before). Dr. Stephen Brookfield will be available to respond to questions, and Dr. French will do her best to attend. Some affinity groups have been changed to accommodate an additional all-identities group, as well as a morning group for white staff. No affinity groups will be held on May 25th, the day of the first anniversary of George Floyd's killing.

Assessing the training

In consideration of how best to assess the antiracism training, the following learning objectives of the anti-racism training were presented to the Leadership Board as a draft:

- 1. Develop a common language and a shared understanding of how racism is manifested.*
- 2. Understand the importance of race as a component of every person's identity.*
- 3. Be more open to talk about race and racism.*
- 4. Develop skills that enable to act in an anti-racist way.*
- 5. Deepen knowledge about how to become an anti-racist community.*

The Leadership Board commented on the learning objectives so far and how these points might be assessed. Al Montero suggested that the first learning objective be split into two assessment tracks, the first focusing on key points and concepts, and the second about

how racism is manifested. A learning objective that promotes critical self-awareness of one's actions and previous experiences was also suggested. The group also discussed asking questions from the frame of "how confident are you" in your learning vs. "how satisfied are you..."

The conversation then shifted to the types of questions to assess, how the responses can be beneficial, and the best way to get the most responses. The group suggested having questions about what the staff/faculty think is missing from the training and how it was conducted. The responses will be beneficial in preparing the next stages of training.

Questions regarding the confidence of staff/faculty in explaining key terms and concepts to others, and the perceptions of how others responded to the training were also raised. Todd Jamison cautioned CEDI about the number of open-ended questions as well as the length of the survey. The survey should aim to be about 20 questions or less because the response rate decreases as the number of questions increases. The questions should be short and focused on the learning objectives.

Todd will work on a draft assessment instrument, which CEDI will discuss and may be asked to test before it is distributed.

What's Happened Since Our Last Meeting?

A recent Candlelight Vigil for the Victims of the Atlanta Shootings focused on anti-Asian violence. To continue the conversation, Professor Erica Lee from the University of Minnesota will be presenting on May 13th with Carleton faculty respondents Thabiti Willis and Meredith McCoy.

A Chaplain's Office event for students to explore white privilege had to be cancelled because there were few participants. A second panel will take place about anti-racism.

There was a Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA) webinar on April 5 on the topic of Accountability and Incentives for Advancing Racial Equity. Elise will be sure to forward the details to the IDE Planning group.

Upcoming topics:

Accommodating and recognizing religious holidays

Next Leadership Board Meeting:

May 4, 3:45-5 p.m. via Zoom