**CEDI Leadership Board Meeting**

**September 28, 2021**

**3:45-5:00p.m., Alumni Guest House Meeting Room**

Present: Steve Richardson, Chico Zimmerman, Al Montero, Carolyn Fure-Slocum, Renee Faulkner, Karina Sierra, Melissa Eblen-Zayas, Shaheer Jaffar ‘24, Carol Flaksberg ‘22, Danny Mathews, Laura Riehle-Merrill, Miiko Taylor, Jen McMurray, Andrew Carlson, Elise Eslinger (Advisor), Andrea Ramos ‘23 (CEDI Secretary)

Visitor: Todd Jamison

**Welcome, introductions, CEDI Overview**

*Co-Chairs Steve Richardson and Chico Zimmerman welcomed both new and existing members of the CEDI Leadership Board and explained CEDI’s purpose at Carleton. CEDI’s mission is to improve campus community and promote equity, diversity, and inclusion on campus by giving students, faculty and staff a place to voice their concerns.*

*When an issue or concern arises on campus, CEDI often creates Action Teams composed of CEDI members and/or other members of the community to look into issues and make recommendations for addressing them. Recent Action Teams have worked on issues of low-income and first generation students, student financial literacy, the coordination of the antiracism training, and assessing and addressing the College’s need for more all-gender restrooms.*

**Approval of minutes from 6/1 meeting**

*The minutes for 6/1 were approved as presented.*

**IDE Planning Update**

*Chico Zimmerman described the first draft of the IDE plan that consists of a vision statement, five larger goals, and smaller objectives under each goal. There will be a presentation for the Alumni Council over the coming weekend, faculty and CSA on October4, and to staff on October 7. The presentation to the staff will be recorded and available, the meeting with CSA will determine the best way to convey the information to all students. It’s important to note that the first draft of the IDE plan lays out goals and objectives as proposed directions. Working Groups of faculty, staff, and students are being recruited to develop specific strategies for addressing the objectives. This work will happen during the second half of fall term and the beginning of Winter term. The community will have opportunities to learn about these strategies and offer input before a plan is finalized.*

**CSA Updates**

*Carol Flaksberg and Shaheer Jaffar brought up the concerns and fears some students (specifically Carls 4 Trans Life) are feeling about the anti-trans legislation that has been passed in Minnesota regarding gendered bathrooms. Some students feel that Carleton has done nothing to address this issue. Danny Mathews described some conversations he has had with the students and staff at the GSC and other QTBIPOC groups on campus who felt that their ongoing efforts to provide resources and assistance to the trans community have not been acknowledged or recognized.*

**Antiracism Training Survey Assessment**

**Report on Survey Results**

*Todd Jamison summarized the survey results from the Antiracism Training Survey. Of the nearly 850 employees who were asked to complete this survey, 535 participated in the survey (a 63% response rate). About 64% of respondents supported mandatory training; 50% agreed that the training was a valuable experience; and 33% indicated that their level of expertise with respect to antiracism principles has increased. Generally, respondents believed that the training was important, but many noted that it fell short in a variety of ways.*

*Todd noted that the comments on the open-ended questions provide valuable input on ways to improve the training for the future. This includes recommendations for new topics, advice on promoting discussion within affinity groups with the help of trained facilitators, and changing the training so that it is tailored to Carleton. Many respondents expressed challenges with the training being online because it made clear communications more difficult.*

**Publicizing the results with the campus community**

*CEDI is committed to sharing the results of the survey and is working to identify the best way to present it to the campus community. One of the ways this can be done is by sharing the desired outcomes of the training and how successfully the desired outcomes were met. It was also recommended to include the next steps while leaving a place for the community to provide further feedback on certain aspects of the training through some focus groups. CEDI understands that there are people wondering where the results are, and so it will be important to identify a path forward soon.*

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| *Next Leadership Board Meeting:***October 12, 3:45-5:00pm, AGH Meeting Room** |