**CEDI Leadership Board Meeting**

**October 12, 2021**

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

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

**Welcome and Approval of Minutes from 9/28 meeting**

*The minutes for 9/28 were approved without any changes.*

**IDE Plan – Discussion of Vision, Goals, and Objectives**

*Chico Zimmerman introduced the IDE plan on behalf of the Steering Committee. He explained that the vision, goal, and objectives are intended to capture the direction of the plan and the upcoming Working Groups will focus on a first round of strategies to achieve the objectives. Questions were raised about the make-up of the Working Groups and whether there would be opportunity to draw in additional volunteers. Chico responded by noting that the IDE Steering Committee wanted the Working Groups to be small and filled by people who have the time, ability, and relevant experience to carry the work forward. It is anticipated that these Working Groups will reach out to hold open sessions to gather input from the broader community.*

*Of all the feedback received from the groups to whom the IDE Steering Committee presented this interim stage of the plan, most groups wanted to ensure that when new people come to Carleton they are welcomed, supported, and included on campus. The objectives in the IDE’s second goal regarding significantly increasing the representation of students, faculty, and staff on campus from underrepresented populations were written to include the international student community. Although the percentage of international students has been increasing, not all parts of the world are being represented, and IDE’s goals want to improve that.*

*Some members of the Leadership Board believed that the vision statement wasn’t as bold as it should have been. It was explained that the vision statement is meant to collect the College’s values around diversity but isn’t intended to be the driver of the plan. The actions of the College (which will be determined through this next stage in the planning) will change the culture on campus and will, themselves, be the more impactful statement about our values.*

*A question was raised regarding how ‘success’ is defined and measured in the goals of the IDE plan. Chico responded that the Working Group focused on Goal 5 will need to think about measurements that assess sense of belonging and thriving on campus.*

*The vision statement and goals are available on the IDE Steering Committee website for the community to view and will include an FAQ to answer common questions. It will also include the names of the members in each of the Working Groups.*

**Antiracism Training Survey Assessment**

**Next Stages**

*CEDI will be asked to develop the next stage in the educational process, after the data from the survey assessment has been reviewed thoroughly. A possible way to continue the educational process in the spring is by giving participants a choice as to how they can engage in ways that are more meaningful and fit for them.*

*In the survey assessment, many respondents felt that the antiracism training was not tailored to Carleton and would like internal resources for the next phase. However, there were also participants who felt that using an external resource was useful because they could provide expertise that Carleton may lack. The next trainer could be a Carleton alum, someone who has external expertise but also a connection that builds trust among staff, faculty and students.*

**First Draft of CEDI charge for 2021-22**

*After reviewing the first draft of the CEDI charge, it was suggested to separate the student anti-racism training and the faculty/staff training in goal (1) into (1a) and (1b) because they are each big goals on their own. It was also suggested to explain goal (2) further because it is not clear what CEDI’s role is and how it differs/relates to IDE’s role.*

*Elise Eslinger shared the Tuesday Group’s suggestion on removing goals (4) and (5), but CEDI believed that (4) and (5) should remain in CEDI’s charge because it is a crucial part in what they do.*

**CSA Updates**

*Shaheer Jaffar and Carol Flaksberg will bring some topics to CEDI at the next meeting.*

**What’s Happened Since Our Last Meeting**

*SARAE has had a couple meetings with its board and the next topic that they would like to address is microaggressions. Since the group does not have expertise in the area, they wanted to know the best way to find a facilitator. It was suggested that the trained facilitation group, SEED, might be willing to help. While these student facilitators cannot be compensated with money, they can be compensated with food.*

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| *Next Leadership Board Meeting:***October 26, 3:45-5:00, AGH Meeting Room** |