**CEDI Leadership Board Meeting**

**October 26, 2021**

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

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

**Welcome and Approval of Minutes from 10/12 meeting**

*The minutes for 10/12 were approved without any changes.*

**CSA Updates & Issues Currently of Concern to Students**

*CSA is working on a collaborative report that will include recommendations and perspectives in response to the recently-shared progress on the IDE plan. There are a number of concerns that the plan does not address the breadth of student identities more explicitly. The CSA’s report should become available soon and will be shared with CEDI to discuss during the next meeting.*

*The CSA’s Wellness Group plans to invite the Title IX Office into some conversations about sexual misconduct on campus.*

**Antiracism Training Survey Assessment Reporting and Next Steps**

**Review findings; identify topics that could help with future planning**

*In the Action Team’s original recommendation for the training, there was a suggested path to follow up the initial training with workshops. Now that the first phase of the training has finished, the Board discussed pursuing these recommendations or deviating to some degree, based on feedback from participants during Phase 1. As part of the group who created the initial recommendation, Danny Mathews expressed that it would be disheartening for CEDI not to follow the original plan as closely as possible, because the Action Team spent a lot of time developing it.*

*The Board discussed covering in the next stages of training issues of white supremacy, privilege, and comfort vis-à-vis socio-economic status/class/social stratification. While these latter topics are important to discuss, there is an expectation that any new themes being introduced will be connected to the theme of race. Since the first stage of training was focused on building common language and knowledge, it would be important to use this knowledge in the next stages.*

**Questions we’d like to ask in focus groups**

*The Leadership Board used Todd Jamison’s suggestions for discussion topics with focus groups as a jumping off point for discussion about what additional knowledge would help inform antiracism training planning. Through the course of discussion, it was determined that learning more about the feedback already received would be less useful than laying out some models for the next phase of training and soliciting input into those approaches. Steve and Chico solicited the Leadership Board to volunteer to be on a small, short-term subcommittee that would prepare recommendations for approaches to test with focus groups. Their ideas will be discussed at the next CEDI meeting.*

**Timeline**

*It would be ideal to frame questions by the end of fall term and hold focus groups very early in winter term. Out of this, recommendations could be made and vetted so that a next phase of antiracism training for faculty and staff could occur in Spring Term.*

**Addressing Charge #3 re: how conflict on campus is handled**

**Statements that outline these potential conflicts**

*Carleton has a collection of policies, procedures and statements developed over time (some dating back to the 90’s), which address the College’s values and how the campus addresses actions that conflict with these values. These guiding documents do not all align with one another and do not address some more timely modes of interaction like social media, leading to some confusion about how the College addresses infractions.*

*Part of CEDI’s charge is to serve as a conduit for reporting bias incidents that happen on campus. It was suggested that, by recommending ways in which the statements below might be brought into better alignment, the work of documenting and sharing issues of conflict with the community might be made more clear. The Leadership Board discussed the complexity of this situation, acknowledging that further conversation would be needed.*

*REFERENCE*

*Links to existing policies/statements that address conflict on campus:*

[Statement on Discrimination and Academic Freedom](https://apps.carleton.edu/handbook/community/?policy_id=867538&a=faculty) (1990)

[Freedom of Expression](https://apps.carleton.edu/handbook/community/?a=faculty&policy_id=20719) (1993)

[Community Standards Policy](https://apps.carleton.edu/handbook/community/?policy_id=6131) (2003)

[Statement on Diversity](https://apps.carleton.edu/handbook/community/?policy_id=864956&a=faculty) (2007)

[President and Dean’s Statement on Academic Freedom](https://apps.carleton.edu/handbook/communications/?a=faculty&policy_id=867298) (2010)

[Our Mission](https://apps.carleton.edu/handbook/governance/?policy_id=864117&a=faculty) (2007)

DOS [Express a Community Concern](https://www.carleton.edu/dean-of-students/forms/community-concern/)

CEDI [Information about Bias Incidents](https://www.carleton.edu/cedi/bias-incidents/) plus [recommendations for reporting bias incidents](https://d31kydh6n6r5j5.cloudfront.net/uploads/sites/225/2019/10/CEDI_subcommittee_recommendations.pdf) (2018)

[About CEDI](https://www.carleton.edu/cedi/about/)

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| *Next Leadership Board Meeting:***November 9, 3:45-5:00, AGH Meeting Room** |