**CEDI Leadership Board Meeting**

**November 9, 2021**

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

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

**Welcome and Approval of Minutes from 10/26 meeting**

*The minutes of the 10/26 meeting were approved as presented.*

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

*CSA’s IDE Resolution expressing concern about IDE strategic planning was presented to the CEDI Leadership Board and sent to President Byerly. The next stages of the planning, which is being conducted by working groups in November, December, and January will address many of the students’ concerns about concrete objectives designed to address the goals initially outlined in the plan..*

*Carol Flaksberg and Shaheer Jaffar discussed students' concern with how ‘BIPOC’ is defined by the College, and where international students fit into the definition. As of now, there is no standardized definition for ‘BIPOC’ and although it is not CEDI’s role to define this term, there was agreement among CEDI members a clearer definition is important. Similar situations in the past have included the use of terms like ‘underrepresented groups/minorities,’ without specifying who is included in these populations.*

**Antiracism Training Next Steps**

**Report from the Subcommittee to prepare for focus group and discussion to prepare for early Winter Term sessions**

*The Subcommittee has focused on how best to stay true to the original Action Team’s plan for next stages of antiracism training. They have crafted a series of questions to ask the focus groups early in Winter Term, including: who they want to learn and have experiences with, what outcomes do the participants hope for, to what extent should they bring internal or external trainers/facilitators, and what does Carleton-specific training look like to them.*

*Since it is still unclear how the second phase of training should look like, it was recommended that the training could be built as a curriculum where participants could sign up for classes or topics that they think would be beneficial for them. Although this a good direction to follow, it would be better used in the future because there is not enough time to construct this by Spring Term.*

*Many participants wanted more bystander intervention training, and the CEDI Board agreed that it would be important to have as a main takeaway. This would ensure that they employees would be able to identify their responsibility to act and would learn some strategies for responding to certain types of situations.*

**Top 5 Key Findings from Antiracism Training Assessment to communicate in term-end message to campus**

*Danny Mathews recommended a SWOT method. It would include findings of what went well with the training, as well as what wasn’t as successful and how they aim to improve the next phase. Carolyn Fure-Slocum wondered how to address the negative comments, and it was recommended to say the comments in a way that acknowledges the shortcomings of the training and how these will be addressed going forward. The Board believes it should be explicitly stated that this training is focused on race, with the understanding that there should be further discussion on other marginalized identities in the future.*

**Helping Develop AAC&U’s Climate Toolkit for Truth, Racial Healing, & Transformation (TRHT)**

*This curriculum is a ready-made approach that brings people together to share their experiences. Carleton is thinking of applying to join this initiative. Chico Zimmerman asked the Board to look into the program. (NOTE: after assessing the requirements of the program, the CEDI co-chairs suggested that aspects of the TRHT toolkit might be utilized in the near term and advised that full participation be considered in the context of IDE Planning)*

**Concerns people have been hearing?**

*Security Services recently shared an update with the CSA Senate about its plan to implement the use of body cameras for Security staff. Students expressed concern that they had not been aware that this new practice was under consideration, nor did they know about the steps that were taken to study the use of body cameras, and so this announcement felt abrupt.*

*Other concerns from students include that the dining hall hours have not been changed back to the way it was pre-COVID, and many students haven’t been able to eat during their regular/preferred times. Other students were also concerned about the end of term schedule. Since Fall Term was shifted back by two days, students found the finals period to feel compressed.*