CEDI Minutes
September 21, 2016

Present: Joe Chihade, Christopher Dallager, Adriana Estill, Kathy Evertz, Laura Haave, Joy Kluttz, Chris Lee, Saehee Lee, Al Montero, Sara Nielsen, Erin Updike, Debby Walser, Trey Williams

Updates

- CEDI Charge:
  - Report: The Leadership Board discussed each of the topics on the CEDI Charge issued by President Poskanzer and Tuesday Group.

  - **Topic 1: Develop and publish an online map/catalog of diversity resources available to our community.** This appears to be Leadership Board task rather than an Action Team task. It involves gaining a sense of what the diversity initiatives are across the campus and where goals seem uneven. A website listing resources is a likely outcome of this initiative.

  - **Action:** The first step is to survey the community to understand where there are efforts underway. The resource would then need to be organized in a manner that is useful for students, faculty, and staff. The final goal is to make such a map/catalog available to all sectors of the community. As a next step, emails will be sent to various divisions to inquire about their diversity and inclusion goals and activities. This approach to departments will be shared with the leadership team before it’s sent to departments.

  - **Topic 2: Help consider ways that Convocation can be leveraged to bring to campus a diverse set of viewpoints from a variety of perspectives.** We seem to be “filling slots” rather than coming up with some connected themes for convocations. To address this portion of the charge, CEDI will recommend ways structuring convocations so that the community will be more likely to engage in public discourse stemming from the ideas presented.

  - **Action:** This task seems to lend itself to an Action Team approach to study how convocations are planned and funded and to consider how these important campus events might bring more diverse perspectives and inspire community dialogue. Connecting convocation to current classes and finding opportunities beyond the convocation time are possible ways to extend the impact of a speaker on campus. Venue, event frequency, and format might also be considered. One person on CEDI Leadership Team should serve on this Action Team. Hopefully a member of the Convocation Committee, as well as a few others, could participate. It will likely take much of this academic year to assess and consider recommendations.
- **Topic 3:** Track progress on current inclusion initiatives announced in the June 2016 campus communication. Much of this will be assessed through what CEDI hears in the fall term and spring term Town Halls (listening sessions).
  - **Action:** This is an action for the Leadership Board to address. It will involve understanding how progress is determined (perhaps by learning how those implementing the initiatives are measuring success).

- **Topic 4:** As always, monitor emerging issues and help Tuesday Group and the campus community respond in proactive ways.
  - **Action:** As above, much of this will be assessed through what CEDI hears in the fall term and spring term Town Halls.

- **Topic 5:** In concert with the Dean of Students and External Relations, develop ideas for connecting students with the upcoming elections and movements subsequent to them. How can students become active and find their voice on issues of key concern to them? The group grappled with what this piece of the charge is intended to address. Several members indicated that they don’t see students as apolitical or disconnected from political action beyond the campus. The issue of making space for all political viewpoints to be shared seemed especially relevant to the group.
  - **Action:** Plan an event (perhaps co-sponsored with the Political Science Department) in which students could share their stories, including those who self-identify as first generation, LGBTQA+, conservative, religious, and international students (the groupings from the faculty retreat). Modeling this on a “What Matters to Me and Why” session would frame this as students sharing their stories, which is likely to be better-received than a debate or panel of people sharing conservative views. The group agreed to organize such an event for after the mid-October Sesquicentennial. Chris Lee offered to talk with CSA about this idea. We should also check this with External Relations and the Dean of Students.

- **New Business:**
  - **Report:** All-gender bathrooms (especially related to the new science facility) in new and renovated construction was brought forward to Adriana from faculty members.
  - **Action:** Consider appointing an Action Team work on this.
Report: Family-friendly scheduling is an issue that some institutions, like Brown, are addressing, and the statement on Brown’s Provost web site was cited as an example of expectations designed to help people with children and junior faculty who may not feel enough power to draw boundaries around family time. Several members commented that, if this issue comes forward, there will be equity issues raised about expectations of faculty vs. staff at various levels. There’s also concern about people who don’t have young families, those who don’t qualify for the tuition benefit, and those for whom the traditional definition of “family” doesn’t apply. Perhaps the question is “What the institution is demanding of various people at various levels?”

Action: Review the existing Carleton Dean of the College’s statement on faculty expectations and send the Brown web site to the Leadership Board to review and consider whether this is a topic CEDI would like to take up. FAC and SAC/Forum might also be interested in these discussions.

Report: Is there anything that’s happening with SEED (Students Engaging in Essential Dialogue)? This is a group of students who want to start mediated conversations on campus, bringing in external facilitators to keep student-initiated critical conversations happening. They want to work with teams, clubs, sports, etc. to have conversations about micro-aggressions, race, class)

Action: Consider adding SEED activities as some of the student initiatives documented on the diversity map (see Topic 1).

Report: Scheduling a Town Hall for fall term. Ideally in future years, a listening event such as a Town Hall would be scheduled very early in the term. This year we’ll do our best to schedule one at the soonest available time when a critical mass of Leadership Board members can be present, and it doesn’t overlap with a significant event on campus. Common time seems to be the preferred time for such a session.

Action: October 20 common time looked good on calendars. (NB: Upon further exploration, it was discovered that there is a Humanities Center book group on 10/20 with which we would rather not compete. Elise sought new date availability from the Board and reserved October 25, instead, in Great Hall)
Next CEDI Leadership Board meeting: 10/3 at 3:30 p.m. in SH251.

Included on the agenda:

  o  How do we structure the October town hall?
  o  Structure for student event on political views
  o  Clarification of Action Teams and solicitation of Leadership Board participation.