CEDI Leadership Board Minutes

November 16, 2016
3:30 p.m., SH251

Present: Joe Chihade, Chris Dallagher, Mary Dunnewold, Elise Eslinger, Adriana Estill, Kathy Evertz, Carolyn Fure-Slocum, Laura Haave, Chris Lee ’19, Saehee Lee ’17, Al Montero, Amy Sillanpa, Erin Updike, Debby Walser-Kunst,

- **Review and approve minutes of 10-31-16 Leadership Board Meeting:**
  - **Report:** No adjustments to the minutes were made.
  - **Action:** A motion to approve the minutes passed.

- **Report on co-chair meetings with Tuesday Group/ College Council:**
  - **Report:** Kathy and Adriana visited with Tuesday Group last week and with College Council this week. They provided each audience with a summary of the town hall event, highlighting the main themes of communication, transparency, conflict resolution.
  - **Action:** No further action at this time.

- **Review the mapping questions for Tuesday Group to distribute to departments (office/unit heads to complete):**
  - **Report:** The Committee discussed framing message and questions to ask of Tuesday Group members to help create the diversity map.
  - **Action:** Adriana and Kathy will reach out to Tuesday Group with the following messages/questions:
    - We are trying to get a sense of everything that the college is doing to become a more equitable and inclusive community in order to make these practices visible and, when relevant, available as resources for all of us.
    - What are you doing? [These activities could include: professional development (individually and/or collectively), programming, hiring processes, community building, initiatives, outreach, etc.]
    - What would you like to be doing?
    - What would you like to publicize (further)?
    - Submit to: XXXXX by XXXXXXXdate.

- **Confirm the Convocation Action Team:**
  - **Report:** Adriana announced the following Convocation Action Team members:
    - Kerry Raadt
    - Joy Kluttz
    - Debby Walser-Kuntz
    - Jay Beck
    - Adriana will text the CSA President to request two student names (a sophomore and junior, if possible)
Convocation Committee Charge

- Reflecting on past assessments of convocation, consider whether it fulfills its original intentions and our current needs for creating community dialogue among students, faculty, and staff. Assess the full community’s current satisfaction with convocation. What are the possibilities for what convocation could do, given the resource allocation available? How can convocation play a role in promoting more communal and civic discourse?

- Recommendations due by end of May, 2017.
  - **Action**: Adriana will send the charge to the person selected as the Action Team Chair

**Get feedback on the charge for the All-Gender Bathroom Action Team:**

- **Report**: Kathy reviewed the draft charge to the All-Gender Bathroom Action Team:
  - **Charge**:
    - Review best practices, recommendations, and legal requirements regarding inclusive and accessible bathrooms, as articulated by relevant organizations, experts, and agencies (e.g., OSHA, U.S. Department of Labor, state and national building codes and regulations, LGBTQA+ groups, ADA), paying attention to bathroom location, design, and signage
    - Review Carleton’s existing facilities and assess what the College needs, in light of the above
    - Make recommendations to the CEDI Leadership Board, which will review and discuss the recommendations and determine whether and how to carry them forward to the Tuesday Group and College Council.

**Time frame:**

- Date of written preliminary report to CEDI Leadership Board: Friday, March 3, 2017
- Date of final written report to CEDI Leadership Board: Wednesday, May 17, 2017

**Status reports:**

- The CEDI member on the Action Team will report on the status of the action team’s work at CEDI Leadership Board meetings throughout winter and spring terms in 2017

**Action Team Members (proposed):**

- Marty Baylor, Associate Professor of Physics (if available); Joe Chihade as backup if Marty is not available
- Laura Haave, Director, Gender and Sexuality Center
- John Mathews, Project Manager/Owner's Representative, Facilities
- Mario Winburn, Assistant Director Alumni Annual Fund, Alumni Annual Fund Office
- Student (Adriana will text Tiffany for student names from the CSA)
- Chris Dallagher, Disability Services

- **Action**: Kathy will complete the recruitment process and convey the charge to the selected chair.
• Event Subcommittee Update on a Panel or Event Around the Presidential Inauguration Date:
  o Report: The focus of an event (or series of events) will be about looking forward, not re-hashing the election.

  Al suggested a panel discussion that would address the anxieties members of our community are feeling: What actions are actually within the realm of possibility for a new President? The following topics were discussed:

  • Immigration (perhaps involve alums: Ben Casper at U of MN and John Keller at Immigration Law Center of MN);
  • Obamacare;
  • the environment;
  • Islamophobia
  • LGBTQA+ concerns about health coverage of trans people; rollbacks of Title IX? Same-sex marriage?
  • Civil Rights (ACLU rep)?

  It was noted that we need to maintain some diversity of the panelists.

  o Action: Members of the subcommittee (Erin, Al, and Carolyn) will meet during Winter Break, keeping remaining members (Chris Lee) in the loop.

• Other issues on campus?
  o Report: Several microaggessions we mentioned by the students.
  o Action: Continue to take note of these incidents and consider the need for CEDI to call attention to the underlying issues.

Adjourned: 4:29 p.m.

Next CEDI Leadership Board Meeting:
TBD
(Elise will be in contact with a Winter Term Doodle Poll)