To: Carleton Trustees, Academic Affairs Committee

September 22, 2009

We are delighted to introduce the Community Equity and Diversity Initiative, and recent developments related to the learning environment in the classroom, to the Trustees Academic Affairs Committee. CEDI made presentations last spring to the Student Life Committee, but because the concerns of the Campus Climate Survey were also, and centrally, concerns about academic affairs at Carleton, we want to introduce CEDI to you and form a longer term relationship.

CEDI Overview
The Community Equity and Diversity Initiative was called into being by President Oden last Winter as an intentional and thoughtfully structured campus-wide response to what we learned about ourselves in the Campus Climate Survey and related fact-finding by an external consultant in 2008. We learned from the survey that Carleton was doing well in many respects; we were also instructed on a number of directions where we could dramatically improve the climate in terms of inclusiveness, respect, and equity across multiple kinds of social difference (along, for example, lines of class, race, gender, sexual orientation, disability.) A CEDI leadership board was assembled to guide, support, advocate, and communicate the substantive work of task forces under CEDI:

- Workplace Climate - chaired by Associate Director of Alumni Affairs, Ann Iijima
- Sexual Harassment and Assault - chaired by Director of the Gender and Sexuality Center, Kaaren Williamson Garvey
- Learning Environment Outside the Classroom - chaired by Associate Dean of Students, Julie Thornton
- Learning Environment Inside the Classroom - chaired by Associate Professor of Physics, Arjendu Pattanayak

For your perusal, we’ve included the following items:
1. CEDI Task Force Priorities
2. A summary of Campus Climate Survey results related to the classroom
3. Case Studies used at the CEDI-led breakout sessions on diversity in the classroom from this year’s faculty retreat

We look forward to our discussion in October.

Michael McNally, Associate Professor of Religion
Becky Zrimsek, Director of Alumni Affairs CEDI Co-chairs
Arjendu Pattanayak, Chair, CEDI Classroom Learning Environment Task Force