Equity and Diversity minutes 09/07/2021

Equity and Diversity Committee

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EDC Meeting Minutes September 7, 2021 - DRAFT

11:40 a.m.-12:40 p.m., Zoom meeting

**Minute Taker:** liz thomson

**Attendees:** Jennifer Rothchild (chair) Rob Velde, Biz Rathbun, Adrienne Conley, Gabby Holboy, Priyanka Basu, Stephen Deslauriers, liz thomson

**Review and Approve:** No previous minutes to approve

**New Business**

1. Welcome and introductions

2. Priorities, goals, and updates for this academic year
   a. Update on land acknowledgement process
      i. [Link](#) to current draft that can be used
      ii. Continuation from last year's work
      iii. People have been saying it, using it
      iv. Sandy Olson-Loy, Chip Beal, and liz thomson presented draft and process during Professional Development Day 2021
      v. Still needs tribal consultation this fall 2021; then, to Campus Assembly
      vi. Next Steps: wait to hear from consultation
   b. [EDC Policy Recommendations](#); follow-up to liz and Jennifer's meeting with the VCs in July 2021
      i. FYI and overview of [document](#) that was presented to Vice Chancellors' meeting and Chancellor
      ii. Next Steps: review document list to comment on next meeting
   c. Chief Diversity Officer (CDO) [job description](#) (see link)
      i. Gave overview, history of the CDO position from 2018
      ii. President Gabel committed to having a CDO on every campus
      iii. Jennifer has advocated for a CDO now
      iv. Input: need at least 50%; needs to be able to challenge the leadership, inform and advise; reconsider the structure of position; concern about a 2-year term for long-term goals; contend there are capable people; need for a diversity point person for crisis management; getting student perspective; clarify timeline; reach out to Becca about experience and things left undone
      v. Next Steps: liz make meeting with Janet and Chip as previously with Michelle Behr; invite Peh to 3rd meeting for CDO and academic-related items from priorities list shared with VCs; continue to review and recommend edits
      d. Reimagining our responsibilities and practices as a committee

3. Plans for future meetings
   a. Review of our EDC responsibilities
   b. Some background and context; benefits of EDC is diversity of people involved
   c. Any other priorities for EDC?
Old/Continued Business
   1. None

Other Notes and links:
   - CDO job description from 2019

Upcoming events:
   - EDI, TRIO SSS, and McNair Welcome Reception - September 10, 12-1:30 p.m., Oyate Hall with Chilean musician, food, and dancing
   - EDI Events Fall 2021 Calendar

Action Items Needed:
   - Liz ask SKOL about land acknowledgment tribal consultations to get update
   - Liz make meeting with Janet and Chip as previously with Michelle Behr
   - Liz recommend the Welcome Center - next priority for tri-lingual signage
   - Jennifer to invite Peh Ng to 3rd EDC meeting for CDO and academic-related items from priorities list shared with VCs
   - All committee members, review and comment
     ○ EDC Policy Recommendations document
     ○ CDO job description

Adjourn
   - Next Meeting- Tuesday, September 21, 2021; 11:40 a.m.-12:40 p.m., Zoom