

CFAES DEI Action Council Meeting
April 19, 2021
12:30-2:00

Present: Kelly Ellisar, Lisa Bielke, Frances Whited, Pam Bennett, Elliott Lawrence, Regan Tell, Zeke Miller, Whitney Gherman, Suzanne Ferencak, Monica Guisti, Kayla Arnold, Michelle Pham, Josh Blakeslee, Alia Dietsch, Steve Brady, Brian Raison, Gonul Kaletunc, Nicole Wakeley, Rachel Cornell, Warren Flood, Seth Walker, Kira Jones, Bryan Harding, Carri Gerber, Tracy Turner, Shanvanth Arnipalli

Unable to attend- Joyce Chen, Brandi Gilbert-Hammett, Laura Akgerman, Farnaz Malaky

- Introductions and Check in

Given what seems like never ending violence across the country I offered the council the opportunity to check in with how they are feeling. Many shared feelings of frustration, sadness, fear, and anger but there was also hope. We are resilient and can move forward if we continue to listen to and support each other.

Several resources were shared via Chat

- Suzanne Ferencek shared this from NPR
<https://hiddenbrain.org/stories/>
- Regan Tell shared this resource related to police reform
<https://8cantwait.org/>
- Discussed the proposed Purpose/Mission and Vision of the Council. This is now a separate document listed in the Teams Folder under General. Please visit the document to make suggested edits. One suggestion was to add social justice to the purpose/mission of the council. I am open to this and want to make sure that if it is added there are strategies in place. I do not just want to add words.



The Purpose/Mission of the CFAES DEI Action Council is

- To create and develop a welcoming and inclusive environment for faculty, staff, and students.
- To challenge racism, sexism, queerphobia and all other isms that impact those who make up the protected classes of the University.
 - Protected classes include, age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, and protected veteran status.
- To identify, develop, and implement programs, policies and practices that demonstrate the importance of and our commitment to diversity, equity, and inclusion.
- To support DEI initiatives in the college.
- Serve as a sounding board for college leadership.
- To act as catalysts to effect change within CFAES.

Vision

Exemplify a college-wide culture where diversity, equity, and inclusion are embraced, practiced, and celebrated. All members of the CFAES community are supported in developing to their highest potential.

Principles of engagement for the Council

- Respect
- Active listening
- Engagement
- Open dialogue
- Safe space
- No judgments
- Transparency

Values-traits or qualities that are important to the organization/group

- Civility
- Diversity Listening
- Respect
- Social Justice
- Transparency
- Seth offered to host an opportunity to dialogue around concerns related to law enforcement. I will be following up with him to flesh this out.

Please review the recommendations-there is a condensed version that will be presented to Cabinet

Work group reports and recommendations



APT/POA
Climate Surveys
Curriculum
Departmental audits
Professional development/training/programming
Recruitment and retention of URM faculty and staff
Recruitment and retention of URM students (undergraduate and graduate)

Next meeting August-Michelle Anderson will reach out for scheduling