

## **PRESIDENT'S COMMISSION ON DIVERSITY, EQUITY & INCLUSION**

Aug. 21, 2020

Virtual | Google Meet

Attending: Quianna Blanc, Student; Joshua Butts, Associate Professor, Dean of Faculty; Craig Campbell, Visiting Faculty, Faculty Council President; Dr. Sonya Fix, Chair ESL, Assistant Professor, CORE Liberal Arts; Chris Mundell, Vice President for Institutional Engagement; Liz Gordon-Canlas, Director of Residence Life & Housing; Makayla James, Student; Aaron Petten, Assistant Professor, History of Art & Visual Culture; Julie Taggart, Provost; Beverly Thomas, Director of Human Resources; Jennifer Wray, Writer, Marketing & Communications

Absent: Susan Kannenwischer, Associate Vice President for Financial Aid & Registration; Kristen Davis, Director of Student Engagement & Inclusion; Kelly Malec-Kosak, Professor, Chair of Master of Fine Arts; Darren Lee Miller, Associate Professor, Chair of Photography; Corey Favor, Trustee; Tanisha Robinson, Trustee; Nat Della Selva, Student

Recorder: Jennifer Wray

### **MEETING NOTES**

#### **Warm-up**

Summary: Members of the Commission discussed their current or planned initiatives to pursue diversity, equity, and inclusion in their work and personal lives.

Next Steps: No further action.

#### **Revisiting the DEI Commission charge**

Summary: Select members of the DEI Commission were tasked with reviewing the [DEI Commission charge](#) and revising as appropriate. The full Commission discussed and made further edits.

Next steps:

- Commission Chair Chris Mundell will make additional edits as needed. No further action is required.

#### **DEI Action Plan | Fall 2020 priorities**

Summary: Commission members reviewed the DEI Strategic Action Plan to determine top priorities and commitments. Categories include Community Connections & Leadership, Institutional Commitments, Academic & Studio Experience, and Campus Life. Members assigned Commission Lead(s) as appropriate, identified which areas of the college would be involved in enacting the commitments, and who among CCAD leadership is the best contact. Timelines and determining how progress will be measured have not yet been set.

## Next steps:

- Community Connections & Leadership, Commitment 1: “CCAD will immediately implement a Bias Incident Response Team to provide a centralized way for students to report concerns about bias incidents on campus and to ensure that appropriate campus leaders are aware and can take action.”
  - Commission Leads: Kristen Davis, Liz Gordon-Canlas, Josh Butts
  - Involved areas: Student Affairs, Safety & Security, Human Resources
  - Campus Lead: Athena Sanders
  
- Institutional, Commitment 1: “Launch diversity scholarships at the undergraduate and graduate levels with the aim of bolstering support for historically underrepresented students.”
  - Commission Leads: Susan Kannenwischer, Kristen Davis, Kelly Malec-Kosak
  - Involved areas: Development, Admissions, Financial Aid, Student Affairs
  - Campus Lead: AVP for Development & AVP of Financial Aid & Registration
  
- Academic & Studio Experience, Commitment 1: “Implement targeted recruitment plans with the clearly articulated goal of hiring more faculty, staff, and administrators of color and hold hiring managers accountable for meeting goals.”
  - Commission Leads: Josh Butts, Craig Campbell, Aaron Petten, Julie Taggart
  - Involved areas: Academic Affairs, Human Resources, Faculty Council
  - Campus Lead: Julie Taggart, Josh Butts, Tom Gattis, Jennifer Schlueter
  
- Academic & Studio Experience, Commitment 2: “Engage in regular anti-oppression pedagogy training for all faculty as well as general cultural competency training for all staff.”
  - Commission Leads: Darren Miller, Sonya Fix, Quianna Blanc, Josh Butts
  - Involved areas: Human Resources, Academic Affairs, Student Affairs
  - Campus Lead: Beverly Thomas, Josh Butts, Athena Sanders
  
- Campus Life, Commitment 1: “CCAD will immediately implement a Bias Incident Response Team to provide a centralized way for students to report concerns about bias incidents on campus and to ensure that appropriate campus leaders are aware and can take action.”
  - Commission Leads: Kristen Davis, Liz Gordon-Canlas, Josh Butts
  - Involved areas: Student Affairs, Safety & Security, Human Resources
  - Campus Lead: Athena Sanders

## Adjourn