

PRESIDENTIAL COMMISSION ON DIVERSITY, EQUITY & INCLUSION

Sept. 18, 2020

Attending: Joshua Butts, Kristen Davis, Natalie Della Selva, Corey Favor, Sonya Fix, Liz Gordon-Canlas, Darren Lee Miller, Aaron Petten, Susan Kannenwischer, Chris Mundell, Julie Taggart, Beverly Thomas, Jennifer Wray

MEETING NOTES

Common grounding

During this time of remote working, learning, and teaching how can we continue to foster an inclusive and welcoming campus culture? What can we do as individuals? What might we do collectively? Sending letters and thank-you notes, conversations outside of meetings, connecting with students, and facilitating conversational partnerships among students (international and American [of note: all volunteers were students of color]). Student Affairs: At least one, but up to seven events for students each week. Try to do everything we can to build connections.

Next steps: n/a

Diversity scholarships, presented by Susan Kannenwischer

Susan Kannenwischer continues to research other institutions' diversity-based scholarships (both local and AICAD). Committee discussed what the goal is for a new diversity-focused scholarship: Retention? Recruiting? Is this a statement (putting money behind commitment)? Some concerns that there may be conflict with Department of Justice rules regarding immutable characteristics. Focusing on "diversity of experiences" and being careful on our criteria for "underrepresented" might address this issue. Scholarship will have an application process, but not one that will be onerous for potential recipients. CCAD student body has about 20% students of color, which is higher than other AICAD schools, and we don't have specifics on how that has happened. Would like to be intentional in this practice and continue to maintain our diverse student body and ensure they have the resources to persist.

Next steps:

- Continue to examine best practices elsewhere
- Look at potential scholarship criteria

Targeted faculty/staff recruitment plans, presented by Josh Butts

Sub-group headed up by Josh Butts, Julie Taggart, and Beverly Thomas. The initial step is to examine where we've been posting jobs and how did we get here? (to a place of racial diversity being drastically underrepresented on the faculty). Sub-group engaging in challenging conversations about why we want to bring in certain scholars with regards to style, expertise. It's clear that we need to put together more diverse search committees, perhaps using emeritus faculty. We also need a plan for legitimately connecting with local and national organizations focused on racial justice and the arts. The faculty handbook outlines our search processes, but it needs updating to include a clear commitment to diversity in our hiring process.

Next steps:

- Look at data to learn more about how we got here
- Work with Beverly Thomas to develop an overall strategy

Bias Incident Response Team, presented by Liz Gordon-Canlas

Sub-group lead by Liz Gordon-Canlas is looking at which peer institutions have implemented a BIRT, and how submitting reports works. Simultaneously, the sub-group stepped back to assess the big picture and what the makeup of a team would look like. There are many variables to consider including how many responses we receive, how often the team meets, and the identities and roles represented by members.

Next steps:

- Looking at issues, such as what happens if we receive a report about the same incident many times?

Faculty training, presented by Josh Butts

Sonya Fix and Robert Loss worked over the summer on faculty training plans and how to provide faculty with tools for managing difficult conversations. Academic Affairs, led by Josh Butts, will be launching a reading group series focused on anti-oppression themes. The first reading, [*Old in Art School*](#), was selected by Michael Kellner and looks at intersectionality. Dr. Sierra Austin (LIBA, adjunct faculty) will provide facilitation support.

Next steps:

- Planning asynchronous course for faculty. Self-paced course required for all faculty. Anti-oppression, social justice, critique methods.

Staff training, presented by Chris Mundell

Upcoming speaker Dr. Livingston is excellent at breaking down implicit bias and how it impacts who we hire. Dr. Livingston's talk will be for both faculty and staff.

Next steps: n/a

Commission web page revisions, presented by Chris Mundell

- [Current page](#)
- [Revised content and page structure](#)

Next steps:

- Within the next week or two, a sub-group will finalize content so we can share information on our DEI commitments and progress with the broader community.

Diversity statement, presented by Chris Mundell

[Diversity statement](#) was originally drafted by the college's diversity task force in 2012; adopted by college in 2013. Over the years, the language about identities and facets of diversity have shifted and we need to evolve the statement. Additionally, there's a need to provide a definition of what inclusion and equity mean to CCAD and how each of these concepts impacts our community.

Next steps:

- A sub-group will be formed to focus on revision of the college's Diversity, Equity, and Inclusion Statement.

Adjourn