

Diversity Taskforce Meeting Minutes

8-5-2020, 1PM, Virtual Meeting

Attendees

Jesse L. Grant, PhD, Alexandra Burrage, Amber Kempthorn, Karen Sandstrom, Dana Bjorklund, Delores Hall. Brittany Coy, Amanda Shelnett, Elisaida Mendez, Lesley Parker-Bryant, Charise Reid, Elizabeth Hoag

Current Agenda Items

- 1) Introduction to the Diversity Taskforce

New Business

- 2) Identify and establish purpose and goals of the group
 - a) Mission statement – deadline for CAC
 - b) Review of the CAC's Racial Equity Training in October 2019
 - c) Create the official name for Diversity Taskforce group
 - d) Identify what 'equity' means inside this organization
 - i) What is CIA's focus on equity
 - ii) Look at CIA's recruiting efforts (i.e. where and who we recruit)
 - e) Work on establishing a mission statement for the group
- 3) Becoming an ally for students who are facing racial challenges while attending CIA
 - a) @Blackatcia – how to combat these issues that our students/community are facing
 - b) Start conversations around diversity and inclusion while offering support to students
 - c) Address/update statement in Grafton's email "where black and brown students are empowered"
 - i) "Statement should convey CIA's principals on diversity, inclusion and equity" – Karen Sandstorm
- 4) Who should be invited to the meetings?
 - a) Current students, recent graduates, board members, etc.
- 5) Racial Equity Training
 - a) Offered to leadership and interested group members
 - b) Eventually will be available to all CIA community (faculty and staff)
 - i) Possibly offer training to admission counselors first because they often receive questions from students and their parents about CIA's culture for African American and other minorities
- 6) How to communicate what this group is doing to the community?
 - a) CIA website posting of members and mission statement
 - b) Concern: Delores: Make sure that we are an established group first before introducing information about the Diversity Taskforce to the community
- 7) Adjournment: Meeting Adjourned

Next Meeting: August 26th, 1 PM

Discuss

1. Mission
2. Subcommittees
3. Student suggestion to join meetings