

Meeting Minutes: IDEA Council

Date, Time: February 23, 2022; 11:30 am

Location: zoom



Attendees: Dana Bjorklund, Alex Burrage, Mike Butz, Connie Gilbert, Jesse Grant, Kevin Kautenberger, Scott Lax, Elisaida Mendez, Charise Reid, Luis Rodriguez, Amanda Shelnut

Not present: Davon Brantley, Dan Cuffaro, Delores Hall

Approval of minutes: N/A

Agenda:

- Intro:
 - Cabinet have been invited to the next Staff Council meeting. All members have accepted.
 - Action Items/next steps: N/A
- myCIA Subcommittee:
 - The myCIA page has been created and is ready for content. Committee is working on how best to populate the page as well. In regards to the reporting forms on myCIA there are still some questions about the structure of it such as:
 - i. Who will review the forms and who are the backups?
 - ii. How will an investigation take place?
 - iii. Will there be training involved?
 - It was also stated that IDEA should not be the group that conducts the investigations or reviews the forms but instead, be a department or a separate committee. Representatives from faculty, Student Affairs, HR and other departments need to be strategically selected.
 - Action Items/next steps: N/A
- Training + Development Subcommittee:
 - Jesse Grant proposed a video series and the topics would be:
 - i. Assessing and addressing your own biases
 - ii. Assessing your organization's policies and procedures
 - iii. Recognizing individuality
 - Action Items/next steps: Still researching “train the trainer” options. Will note prices and present them in the next IDEA meeting with cabinet present.
- Hiring + Recruiting Subcommittee:
 - Luis Rodriguez has connected with the DEI person at CWRU. He is in the process of finding out how much it costs them. Will also have some CIA volunteers go through training to experience it firsthand. Discussions ensued around the topics of cultural capital, sharing interview topics with candidates, and the question of where jobs are being posted and how that affects the candidate pool.

- o Action Items/next steps: IDEA should think about how we define diversity in terms of identifying diverse candidates to hire at CIA. Email the answers to Charise.
- Student Subcommittee:
 - o Discussions were had regarding issues that were previously reported by students such as; microaggressions, experiencing racism during critiques, not receiving support or knowing where to go for help, and people being dismissive to their concerns. This sub-committee also asked if the new Center for Teaching + Learning can help faculty navigate these topics. IDEA would like students to be present during the sub-committee meetings; however, the subcommittee agreed that there would need to be more solid details in place before they could invite the students to attend. No students attended the last meeting.
 - o Action Items/next steps: N/A
- Institutional Statements + Actions Subcommittee:
 - o The Land Acknowledgment Agreement statement is in the process of being amended. It is also believed that this subcommittee should continue because it can help address broader issues.
 - o Action Items/next steps: N/A

Other business (other key decisions and action items, reminders, other): IDEA members are asked to send notes about what type of training they believe is needed.

Supplementary documents and materials (if applicable): n/a

Next meeting: March 23, 2022 11:30am – 12:45pm

Adjournment: 12:45pm