

IDEA COUNCIL

October 13, 2021 meeting minutes

In attendance (11)

Lincoln Adams
Dana Bjorklund
Mike Butz
Dan Cuffaro
Connie Gilbert
Jesse Grant
Delores Hall
Elisaida Mendez
Charise Reid
Luis Rodriguez
Amanda Shelnut

Absent (4)

Alex Burrage
Beth Hoag
Amber Kempthorn
Amani Williams

Discussion:

1) CIA Today

Brief discussion about the CIA Today presentation for new members of the Board.

2) Staff Week

IDEA Council should recommend a topic and speaker related to diversity and inclusion. Amanda will look into what budget Staff Council has for speakers.

Charise suggests the topic be micro-aggressions.

Dan suggests topics about embracing change.

Connie mentions last year's diversity topic was about micro-aggressions but notes that there'd still be value in having that topic again this year.

Delores interested in hearing about first-generation students at CIA. What are the graduation rates, what does CIA have in place to help them succeed?

Charise is open to suggestions on where to get speakers and says she'll reach out to sources she's worked with before.

Amanda mentions the Cleveland Diversity Center; Charise notes that half-day workshops through the CDC have cost \$6,000 in the past.

3) IDEA subcommittees

Five subcommittees, 15 IDEA members

- myCIA: Connie, Dana*, Luis, Elisaida
- Training + Development: Charise, Amanda, Jesse*
- Hiring + Recruiting: Charise, Luis
- Students: Luis, Delores, Amani, Dan, Alex (proposed)
- Institutional Statements + Actions: Mike, Beth, Alex (proposed)

Dan proposes perhaps adding more IDEA members to subcommittees only (instead of the main council) in an effort to avoid getting bogged down in discussions that slow the pace of enacting change.

Charise asks about scheduling and suggests full council meetings be reduced to once-a-month to allow time for subcommittees to meet. She also suggests that someone from each group take responsibility for reporting back to the full council.

*Delores will report for Students; Jesse for T+D; Dana for myCIA; others TBD after meeting.

Proposal: IDEA Council will now meet only on the second Wednesday of the month, leaving open the fourth Wednesday of each month for subcommittee meetings. (Charise will follow up with Beth and Amber to ensure there aren't Faculty Senate scheduling conflicts.) However, council members on more than one subcommittee won't be able to attend multiple meetings if they're all held at the same time.

Non-council members can be invited to join subcommittees. Charise offered example of David Hart, whom she knows is interested in training and development.

Suggestion is made to share the subcommittees with Faculty Senate (and probably also Staff Council) so people are aware of the options. There's also a suggestion to reach out to individuals and then follow that up with a broader invite.

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