

IDEA COUNCIL

December 8, 2021 meeting minutes

In attendance

Dana Bjorklund
Alex Burrage
Mike Butz
Dan Cuffaro
Connie Gilbert
Jesse Grant
Delores Hall
Scott Lax
Elisaida Mendez
Charise Reid
Luis Rodriguez
Amanda Shelnutt

Absent

Kevin Kautenberger

Agenda

- New members
- Diversity Statement update
- Subcommittee Reports
- Other items

1) NEW MEMBERS

- Scott Lax and Kevin Kautenberger are new members
- Amani Williams decided not to rejoin IDEA Council.
- Beth Hoag, Lincoln Adams and Amber Kempthorn have dropped out of the IDEA Council.

The roster will be updated on the website.

2) DIVERSITY STATEMENT UPDATE

- It was officially updated and approved. Will be added to the website.

"The Cleveland Institute of Art recognizes and embraces diversity and believes that an outstanding education in art and design should be accessible to all individuals regardless of ethnicity, race, religion, age, gender identity, sexual orientation, national origin, socio-economic status or disability. It is essential for the College to advance diversity by encouraging our community to share a responsibility in creating, maintaining and developing an environment in which difference is valued, equity is sought, and inclusiveness is practiced."

3) MYCIA SUBCOMMITTEE UPDATES

Members: Dana, Connie, Luis, Elisaida and Matt Minnich

- Proposing a different mission for subcommittee: "To support the overall mission of the IDEA Council by creating and maintaining a central community resource for information, exploration, growth, and development of all students, faculty and staff."

- What's the purpose of IDEA's myCIA page?

Charise: information and reporting

Amanda: a library of shared resources and a tool for communication

Elisaida: reporting structure for perceived micro-aggressions and tools for how to communicate

- Are there subcommittees that want to have individual pages within the IDEA Council's myCIA page? If so, who will be responsible for updating that content?

Connie: Collecting resources to include on this page. Suggestions should be emailed to Connie. Categories are campus resources, Northeast Ohio resources, national resources and educational tools. Discussion on whether these resources are vetted as "suggested" or "recommended" follows. Agreed that it might be best to list them as a collection of resources rather than as endorsed materials if they're not vetted.

Dana: Proposes that vetting should happen. Even if they aren't endorsed materials, they'll be interpreted that way since they'd be on IDEA's myCIA page.

Charise asks how these materials will be vetted. Dana suggests whichever committee is best suited for the task.

Dan asks how vetting is done in the library. Wondering whether a similar approach can be used here.

- Subcommittees folder in the Google Drive for people

4) TRAINING + DEVELOPMENT COMMITTEE UPDATES

Members: Charise, Jesse and Amanda

They've met but haven't gotten far. Mostly brain-storming.

Jesse seeks cultural competencies training for the college and using that as a theme for additional programming. This could take shape as annual or biannual training for faculty, staff and students. Also want to have training for search committees.

Jesse is proposing an event in January that would bring in a speaker. Results of that event could be added to training resources.

Ideas for speakers can be emailed to the subcommittee members or placed in the subcommittee's folder in Google Drive.

Amanda asks what members of the IDEA Council want to be trained in. Connie mentions "how to have those courageous conversations" when they arise.

Charise indicates IDEA Council would likely need additional/separate training.

Training for the CIA community might alternate between in-person and online, depending on budget and other factors.

5) STUDENT SUBCOMMITTEE UPDATES

Members: Luis, Delores, Dan, Alex

Delores acknowledges it's been too hectic to schedule a meeting. Mentions working with Davon Brantley to have him be part of this subcommittee.

6) HIRING + RECRUITING SUBCOMMITTEE UPDATES

Members: Charise and Luis

Charise says it hasn't met yet, in part because there isn't a faculty representative. Charise says Jonathan Rosati will join.

Charise mentions that EAB has provided resources (a booklet) that they'll review for consideration.

7) INSTITUTIONAL STATEMENTS SUBCOMMITTEE UPDATES

Members: Scott, Mike and Alex

Scott has volunteered to take the lead on this subcommittee. No meetings have been held yet.

8) REPORTING STRUCTURE FOR PERCEIVED MICRO-AGGRESSIONS

Discussion around this topic arose during the myCIA subcommittee update.

Charise indicates discussion about this will be handled by the Training + Development Subcommittee but is open to other ideas. She's been in discussion with Kathryn Heidemann about ways Case Western Reserve University trains faculty and staff.

Amanda wonders whether it should be a standing agenda item for IDEA Council meetings. Charise expresses concern over how long someone might have to wait for action depending on when a report was filed.

Dana makes clear a group will have to be identified to monitor reports. Should be people who are trained to handle these things, and due in part to confidentiality concerns, it should be a small group of people.

Everyone is in agreement that this reporting structure should exist on myCIA — similar to how there used to be a portal for people to submit racial equity questions or concerns via myCIA.

9) ADDITIONAL ITEMS

- Charise mentions she recently presented to a Board committee. Also presented to Cabinet the results of the campus-wide survey. She says both are interested in what happens with myCIA.
- Dan mentions a podcast he recently listened to that featured Steve Kerr, head coach of the NBA's Golden State Warriors. Dan feels Kerr shared insight and resources that might be beneficial for IDEA Council to hear. He shared the [YouTube broadcast of the episode](#) in the meeting's chat.
- Dana asks about updates on the pre-orientation program. There's been little movement lately, but Jesse is in contact with someone in the Chicagoland area who's interested and might be willing to fund it. Charise will follow up with Malou to see whether there's been any progress from Institutional Advancement.