

IDEA COUNCIL

August 3, 2022

In attendance

Alex Burrage
Michael C. Butz
Dan Cuffaro '91
Connie Gilbert
Jesse Grant
Delores Hall
Kevin Kautenberger
Scott Lax
Charise Reid
Jimmy Schlemmer
Amanda Shelnutt
Kari Weaver

Absent

Davon Brantley '18
Elisaida Mendez

ANNOUNCEMENT

- Dana Bjorklund stepped down due to increased role in Library.
- Kari Weaver, director of the Jane B. Nord Center for Teaching + Learning, has joined IDEA Council. Her past work has focused in part on faculty and how they make sense of diversity initiatives.

Charise: Kari will be a big help to initiatives related to faculty training.

- Welcome back Dan Cuffaro from sabbatical

NUNES SCHOLARS

Jesse: We have 19 students who have registered. Still need final details on some. I'll reach out by phone to connect with people and get info personally.

All presenters have been contacted. Meals are lined up, swag is ordered, photographers scheduled. All of the big-ticket things are ready and in place.

August 16 dinner and August 17 lunch:

Members will get at Nunes Scholar shirt. An email will go out to ask about sizes.

Art supplies are here but need to be separated. Blick working on getting things ready for pre-orientation program.

Training for mentors happening next Wednesday and Thursday, August 11–12 from 5 to 7pm.

Amanda: Should we ask photographer to take portraits of mentors to use on the page?

Jesse: We can if their schedule allows.

Connie: Want "fun" photos of IDEA Council members to provide a sheet to participants.

CIA LEADERSHIP CONVERSATION

Kathryn wants goals for the coming year and metrics that define success.

1) Create an environment that is welcoming and respectful for all.

Is there a college-wide anti-racism or anti-oppression strategy for all?

Is there a safe space for people to share experiences?

Are we holding people accountable for their words and actions.

What does it look like and how do we know when we reach that goal?

2) Recruit diverse faculty, staff and students.

What does that look like? Race and gender, yes, but also diverse experiences.

So, how do we know we're doing that?

Need inclusive search committees and interview groups.

Might staff need to be included in the interview process for faculty? Staff at CIA is more diverse than faculty, and relying only on faculty results in the same people being in

Dan: Would add reaching outside the College. In Design, it's helpful to have people from the outside provide input and it often results in greater diversity.

Amanda: We could include CIA alumni in the interview process, too.

3) Welcome and retain diverse faculty, staff and students.

What events do we have? Activities?

When we say programming, we want to make sure we have the right programming. Feedback we got from students is they don't feel a sense of community.

Programs also help breakdown silos.

Also, are groups like BSA and Colorwheel meeting regularly?

Amanda: Students who applied for Nunes Scholars Program said the two things they're most worried about are making friends and fitting in. They indicate not much has been communicated about campus atmosphere and culture.

Charise: From Student Exit Survey, Class of 2022 was asked where they felt most supported. For white students, the top answer was faculty. For students of color, it was advisors and Financial Aid. Eye-opening because students spend most time in the classroom and students of color don't feel as supported by faculty.

Jesse: Can we make the exit survey results an agenda item at the next IDEA meeting?

Charise: Yes, please work with Ambreen to gather that data.

4) Inspire leadership to prioritize DEI in plans and actions.

Not sure we talk about it enough. Some leaders say they do it but it might not be aligned with IDEA. What does Admissions do? What does Academic Affairs do?

5) Financial support

Dan: Years ago, automotive designers used to give scholarships for minority students to diversify the workforce. Doesn't see it as often these days. Have the rules changed?

Delores: Those scholarships are still here at CIA but they're scarce. It's hard to get some alumni, including Black alums, to buy into supporting CIA if they had a negative experience.

Charise: Financial Aid works extremely hard on this and making sure students are aware of what opportunities exist. Yvette recently asked how do we get in front of these students before they apply to CIA (like when they're high school juniors)? If this is solved, we could include info about scholarships.

Dan: This sort of fits in with this goal, but help with networking. How do we do that for kids who don't have strong networks? There are a lot of people who are willing to talk to students but they want students to make the initial move. We need to help students make that first step.

Charise: Can that be part of College 101?

Jesse: Yes, and that's something Cassidy will include in her work. (Cassidy is the new assistant director of Career Services.)

6) Develop learning opportunities to bridge divides in the classroom, student activities and the residence halls

Delores: Can we still do intramurals with Case?

Jesse: Mostly, yes, but not intramurals that involve team sports.

LAND ACKNOWLEDGEMENT STATEMENT

Scott: <reads working version of statement>

Explains we took out specific mentions of tribes, citing research that indicates it's unclear in some cases where tribes were and how was involved. As a result, the statement is more general and hopefully more respectful to all tribes that might've been here.

Propose that more specific mentions of what CIA is doing could be added. For example, scholarships.

Dan: I like the new statement better than the old statement.

Separately, what do we think we should do individually to right the wrongs of the past?

Scott: The last line is a call to action to look at this and talk about it, including in classrooms, which I do. But it's also a chance for people in the audience to decide what they can do.

As for institutional things, that's something that can be added when we have

Dan: I hear that there are layers: Attitudinal but then also specific and tangible.

I'm not sure I'd put the specific in the statement, though a scholarship would be great.

Scott: Yeah, this is "hearts and minds," and an effort to not lay a meaningless guilt trip on people.

Dan: In working on IML details, I learned there's a facility in Colorado owned by a tribe or tribes? Who in our/CIA's network has a connection that can align our strategy/needs with those of a company or tribal leaders who might be willing to fund that (as an investment of sorts)?

I don't have any such connections, but I have connections out west and maybe we're only a few phone calls away from making the connection we need.

Charise: That would be a good call to action: We're committed to identifying scholarships.

Delores: How many tribes are local? Might they have these kinds of connections?

Scott: I'm familiar with those organizations and can reach out and report back to the council.

Charise: Can we volunteer with any of those organizations? CIA or Student Life groups?

Also interested in Nikki's proposed Lunch on Fridays plan, but we don't know who we'd charge with doing that research (related to the land CIA is on).

Will be read at Nunes Scholars Program dinner/lunch, Convocation, FRONT public reception.

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