

September 9, 2020, 11: 15 AM, Virtual Meeting

### Attendees (15)

Jesse L. Grant, Ph.D., Alexandra Burrage, Amber Kempthorn, Karen Sandstrom, Dana Bjorklund, Amani Williams, Lincoln Adams, Dan Cuffaro, Brittany Coy, Amanda Shelnut, Elisaida Mendez, Lesley Parker-Bryant, Charise Reid, Delores Hall, Destyni Greene

### Current Agenda Items

1. IDEA tagline
  - a. Tagline suggestions were submitted, and a poll was created, and the results of the poll will be shared at the next meeting.
2. IDEA page on cia.edu
  - a. It's up and available to the public; should add the majors for the students
3. Training
  - a. There is a bias training available with our Title IX training vendor; would like to assign it to all faculty and staff to start the awareness
  - b. Outside trainings are available
    - i. The Chronicle of High Education – Race, Class and Academic Life  
Thursday, September 17 12 noon, ET  
[https://zoom.us/webinar/register/tJAkd-qsrzsvG9JNNciFgQzY4nD\\_ZO4LCZdD/success?user\\_id=kG8xUynjQ7iLxldWhLc1fw&timezone\\_id=America%2FNew\\_York](https://zoom.us/webinar/register/tJAkd-qsrzsvG9JNNciFgQzY4nD_ZO4LCZdD/success?user_id=kG8xUynjQ7iLxldWhLc1fw&timezone_id=America%2FNew_York)
    - ii. Anti-Racist Style Indicator Wednesday, September 23 4pm, ET  
[https://us02web.zoom.us/webinar/register/tZMod-mrqjloG9YszYHQmeGBG0E96e9GWLcR/success?user\\_id=BvQzxRkTDWVDG\\_YK23GNA&timezone\\_id=America%2FNew\\_York](https://us02web.zoom.us/webinar/register/tZMod-mrqjloG9YszYHQmeGBG0E96e9GWLcR/success?user_id=BvQzxRkTDWVDG_YK23GNA&timezone_id=America%2FNew_York)
      1. Take the Antiracist style indicator assessment  
<https://asi.dlplummer.com/>
4. What issues are minority employees and students facing?
  - a. Destyni Greene shared some incidents she has witnessed while a student and RA at CIA. Within the CIA community as well as with our campus partners i.e. standard parking
  - b. Amani Williams shared her feelings with the lack of diversity at CIA.
    - i. Suggestions that students take apart in diversity preparation and learning about the surrounding communities of CIA (i.e. Little Italy and East Cleveland).
  - c. Help find an approach to educating faculty, staff, and students on systematic racism
  - d. What can we do to develop more awareness and more racial sensitivity in the classroom

- e. Reaching out to different groups on campus to see what common issues/problems with racial equity amongst CIA are and how IDEA Council can help tackle these issues.
- 5. First-year student program
  - a. Minority students can come to college 3-4 days before freshman orientation to understand the culture and community around the college. Ability to identify allies and resources before starting college.
- 6. CIA Strategic Plan values
  - a. Should we add specific language under inclusivity addressing minority groups at CIA?
- 7. Adjournment: Meeting Adjourned

**Next Meeting: September 23, 2020 at 11:15 AM**

- 1. Results of Tagline Poll
- 2. What questions do we have to other CIA committee's/groups regarding the purpose of IDEA?
- 3. How will we approach the CIA community to address the real issues and making progress on our mission?
- 4. How do we ask the question? CIA racial equity conversation question is too open ended.