

Meeting Minutes: IDEA Council

Date, Time: March 23, 2022, 11:30am

Location: Zoom



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

Cabinet: Grafton, Malou, Yvette. John, Kathryn

Not present: Davon Brantley, Dan Cuffaro

Note: Meeting started at 11:30am, but due to the confusion over the correct ZOOM Link, several members didn't join until 11:40am – including Mike Butz, who records the meeting minutes.

Approval of minutes: N/A

Agenda:

- myCIA Subcommittee:
 - A survey was done in regards to the complaint processed and who it showed was that people wanted a place for resources and a place to anonymously report things. Currently, complaints go to HR or Student Affairs, but IDEA feels that there should be a group consisting of faculty, staff and even students to decide whether there needs to be an investigation. Overall, a group that represents several areas of the CIA community.
 - Action Items/next steps: Continue to see what the potential form would look like on myCIA and think about how the reports are dealt with and who would field said reports/complaints.
- Training + Development Subcommittee:
 - Jesse Grant shared that he is investigating several options for DEIJ training such as Diversity 360. In regards to pricing for these trainings he is still looking into this. These training sessions are pricey and so far, the lowest cost training that he could find is \$15,000. It was mentioned that it is difficult to get people in the same room at the same time to conduct training. One thought was to have something when you are joining CIA you will receive bias training – and then every two years you have more training to complete. It is also being looked into to switch from EVERFI to Safe Colleges for this type of training because they offer it with an addition of Title IX training. They offer online training for both students and employees and switching to Safe Colleges would save CIA roughly \$1,000 and the benefit is that they offer more for less money.
 - Action Items/next steps: N/A
- Hiring + Recruiting Subcommittee:
 - Charise Reid and Luis Rodriguez have been working together to look at the recruiting practices and create policies around diversity and inclusion. Some of the questions that came from this discussion were:

- i. What is diversity?
 - ii. What defines diversity at CIA?
 - iii. What would make our staff richer (in regards to diversity)?
- o The idea is to offer trainings to hiring managers so that they know where CIA stands and so that they can also recognize their own biases and put them aside during the hiring processes. Also looking into having an equity partner on a search committee to make sure committees are sticking by how we define diversity in the beginning.
- o Action Items/next steps: N/A
- Student Subcommittee:
 - o Students came together to share their experience and the overall takeaway was that students of color did not feel welcomed, wanted, and overall felt that CIA does not care about them. It is believed that the Pre-Orientation Program will help create a sense of community for these students. These programs have proven to work in other places and such programs help students realize who their allies are and where to go for resources. Another major area of concern concerning students of color were critiques. It was mentioned that students of color do not feel protected during the critique process and it was stated that maybe CIA needs to re-evaluate this process.
 - o Action Items/next steps: The takeaway from this conversation was that CIA needs to provide more support for students of color. How does CIA do this? Who is involved? This goes beyond the IDEA council and beyond the pre-orientation program.
- Institutional Statements + Actions Subcommittee:
 - o The new acknowledgement statement was read during the IDEA Council meeting. The goal was to make it shorter, more direct and more active.
 - o Action Items/next steps: N/A

Other business (other key decisions and action items, reminders, other): n/a

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

Next meeting: April 13, 2022 11:30am – 12:45pm

Adjournment: 12:45pm