

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, June 7, 2021 at 1:00 p.m. via Zoom - APPROVED

The VSCS Board of Trustees Diversity, Equity and Inclusion Committee met on Monday, June 7, 2021 via Zoom.

Committee Members present: Mary Moran (Chair), Ryan Cooney, Dylan Giambatista, Bill Lippert, Jim Masland (1:06 p.m.)

Other Trustees Present: Lynn Dickinson (1:56 p.m.), Karen Luneau

Presidents: Pat Moulton, Joyce Judy

Chancellor's Office Staff: Kellie Campbell, Chief Information Officer
Katrina Meigs, System Director of HR and Benefits
Jen Porrier, Administrative Director
Kathryn Santiago, Assistant General Counsel & System Investigator
Sharron Scott, Chief Financial and Operating Officer
Sophie Zdatny, Chancellor
Yasmine Ziesler, Chief Academic Officer

From the Colleges: Angie Albeck, Associate Dean of Students, Community College of Vermont
Victoria Angis, Associate Dean of Students, Castleton University
Jae Basiliere, Director of the Center for Teaching and Learning, Northern Vermont University
Sarah Chambers, Coordinator of Instructional Technology, Castleton University
Ana Gaillat, Dean of Academic Affairs, Vermont Technical College
Andrew Lafrenz, Part-time Faculty, Women's Head Soccer Coach, Northern Vermont University
Kathleen Mason, Coordinator for Diversity, Equity & Inclusion, Vermont Technical College
Debby Stewart, Dean of Academic Affairs, Community College Vermont
Beth Walsh, President, VSCUP, Northern Vermont University

1. Call to Order

Chair Moran called the meeting to order at 1:04 p.m. and the attendees performed a round robin introduction.

2. Approval of March 12, 2021 Meeting Minutes

Trustee Moran moved and Trustee Giambatista seconded the motion to approve the March 12, 2021 minutes. The motion was approved unanimously.

3. Update on DEI academic initiatives

Chief Academic Officer Yasmine Ziesler spoke about the recent VSCS Academic Retreat held virtually on May 25th. Jesse Stommel, Ph.D., was the keynote speaker and he spoke on inclusion and student engagement. Session recordings and presentations can be found [here](#). Dr. Ziesler then shared an update on the adoption of the General Education Program, inclusive of the DEI learning outcomes from all Faculty Assemblies except Castleton University. The EPSL committee recommended as a next step that the Board charge a system-wide committee to support professional development for implementation of DEI outcomes in the general education program, including how world languages fit into the program.

4. Update of DEI definitions from VSCS Social Justice group

Kathleen Mason, Coordinator for Diversity, Equity and Inclusion at Vermont Technical College, shared that the proposed DEI definitions (found [here](#) on page 9) are not meant to be prescriptive, but instead establish a platform from which to begin a discussion.

Trustee Giambatista moved and Trustee Cooney seconded the motion to invite public comment for the proposed definitions of Diversity, Equity and Inclusion, as drafted by the VSC Social Justice Group, at the DEI Committee's next meeting. The motion was approved unanimously.

5. Update on proposed anti-racism pledge from VSCS Social Justice group

In the absence of Jamey Ventura and Miles Smith, Assistant General Counsel and System Investigator Kathryn Santiago read their update on the Anti-Racism Pledge into the record. The update can be found [here](#) on pages 11 and 12.

6. Information on existing DEI committees at individual institutions

Associate Dean of Students Victoria Angis reported that Castleton University has been working on DEI at CU for many years, starting under former President Dave Wolk in 2014 with the creation of an Inclusive Excellence Council and the Access and Equity Committee. This Committee initially worked on access for international students but has since branched out to LGBT and BIPOC students anticipating and responding to concerns. Recently President Spiro has pledged to make CU a more diverse and welcoming community and the Access and Equity Committee was reconfigured to become the DEI Committee. CU's full report can be found [here](#) on pages 14-16.

Kathleen Mason shared that Vermont Tech has launched several initiatives and trainings this year including a monthly series on Social Justice and Implicit Bias. A DEI Committee has also been established on campus implementing new onboarding and hiring practices. In the coming year a DEI webpage is being created, as well as a DEI Canvas course. Further information on Vermont Tech's update can be found [here](#) on pages 57-61.

Northern Vermont University's Beth Walsh and Andrew Lafrenz shared a presentation from the NVU Diversity & Inclusion Task Force on Developing Equitable Hiring Practices. The presentation is available [here](#).

Community College of Vermont's Associate Dean of Students Angie Albeck shared that CCV's approach with their DEI task force is that the work is everyone's, not just one group or person's work, and that the task force will lead the work, not be the work. Partnerships and relationships are being formed with every committee and organization in the college in order to bring a DEI lens to all aspects of the college's work. For more information on CCV's DEI work, you can go [here](#) on pages 17-19.

7. Other Business

There was no other business.

8. Comments from the public

There were no comments from the public.

Chair Moran adjourned the meeting at 2:32 p.m.