

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee hybrid meeting held Friday, October 15, 2021 at 2:00 p.m. via Zoom and at the Office of the Chancellor, 575 Stone Cutters Way, Montpelier - APPROVED

The VSCS Board of Trustees Diversity, Equity and Inclusion Committee met on Friday, October 15, 2021 via Zoom.

Committee Members present: Shirley Jefferson (Chair), Ryan Cooney, Dylan Giambatista, Bill Lippert, Karen Luneau, Jim Masland, Mary Moran

Other Trustees Present: Lynn Dickinson

Presidents: Joyce Judy, John Mills, Pat Moulton, Jonathan Spiro

Chancellor's Office Staff: Donny Bazluke, Network/Security Analyst
Kellie Campbell, Chief Information Officer
Wilson Garland, Director of Transformation Projects
Kathryn Levasseur, Director of Government & External Affairs
Katrina Meigs, System Director of HR and Benefits
Jen Porrier, Administrative Director
Kathryn N. Santiago, Associate General Counsel & System Investigator
Sharron Scott, Chief Financial and Operating Officer
Meg Walz, Director, Project Management
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
Paris Atuahene, Basketball Coach, Northern Vermont University
Jae Basiliere, Director of the Center for Teaching and Learning, Northern Vermont University
Mary Brodsky, Executive Director Human Resources, Diversity, Equity, and Inclusion, Community College of Vermont
Sarah Chambers, Coordinator of Instructional Technology, Castleton University
Rawniesha Davis, Student, Northern Vermont University
Greg Eckman, Assistant Athletic Director, Northern Vermont University
Tajae Edwards, Student, Castleton University

Ana Gaillat, Dean of Academic Affairs, Vermont Technical College
Alfred Johnson, Basketball Coach, Northern Vermont University
Andrew Lafrenz, Part-time Faculty, Women's Head Soccer Coach, Northern Vermont University
Alex Lehning, Executive Director, VCPI, Northern Vermont University
Kathleen Mason, Coordinator for Diversity, Equity & Inclusion, Vermont Technical College
Kevin McGreal, Student, Community College of Vermont
Hannah Miller, Co-Director, Inclusive Childhood Education Program, Faculty, Northern Vermont University
James Nichols, Head Trainer, Northern Vermont University
Norm Peterson, Soccer Coach, Northern Vermont University
Patricia Shine, Faculty, Northern Vermont University
Sabra Anne Snyder, Office Assistant, Northern Vermont University
Priya Suarez, Student, Northern Vermont University
Debby Stewart, Dean of Academic Affairs, Community College Vermont
Devyn Thompson, Student, Northern Vermont University
Beth Walsh, President, VSCUP, Northern Vermont University
Brian Warwick, Faculty, Northern Vermont University

From the Public: Nina Kunimoto, Teacher, Bellows Falls

1. Call to Order

Chair Jefferson called the meeting to order at 2:12 p.m.

2. Approval of June 7, 2021 Meeting Minutes

Trustee Cooney moved and Trustee Giambatista seconded the motion to approve the June 7, 2021 minutes. The motion was approved unanimously.

3. Update on proposed anti-racism pledge from Student Diversity and Inclusion Task Force

Chair Jefferson made a statement reminding the audience of the sensitivity of the topic and asked for open minded listening. She then welcomed the members of the Student Diversity and Inclusion Task Force to introduce themselves and share why this topic is important to them. Devyn Thompson, Tajae Edwards, Kevin McGreal, Rawniesha Davis, and Sabra Ann Snyder presented on and read the proposed anti-racism pledge for the Committee. There was robust

discussion amongst the Committee, students, faculty, and staff about the importance of the proposed pledge.

Trustee Jefferson moved and Trustee Moran seconded the motion to recommend to the Board the support and adoption of the Anti-Racism Pledge proposed by the Student Diversity and Inclusion Task Force. The motion was approved unanimously.

Trustee Lippert invited the students to present the pledge to the Board of Trustees at the October 25th meeting.

4. Update from VSC DEI Transformation Work Group

Jae Basiliere, Northern Vermont University's Director of the Center for Teaching and Learning, presented on behalf of the Diversity, Equity, and Inclusion Transformation Work Group giving an update on the work they have been doing so far. The Council of President adopted their recommendation to use the NERCHE (New England Resource Center for Higher Education) *Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education*, a copy of which was provided in the meeting materials. Dr. Basiliere provided some illustrative examples of how the rubric would be used as a data informed assessment model for curriculum and faculty teaching and learning strategies and methods assessments.

Chair Trustee Jefferson gave the VSC DEI Transformation Work Group a standing invitation to provide updates on their work to the VSCS Board of Trustees Diversity, Equity and Inclusion Committee

5. Update on proposed DEI definitions from VSCS Social Justice Group

NVU Faculty Member Hannah Miller, representing the VSCS Social Justice Group discussed the feedback the group has received on their proposed DEI definitions. This led the group to propose that the Board adopt the NERCHE definitions of Diversity, Equity, and Inclusion as the definitions for the VSC system. This adoption would align the definitions with the planned use of the NERCHE assessment rubric.

Trustee Cooney moved and Trustee Lippert seconded the motion to recommend to the Board the approval of the NERCHE Diversity Equity and Inclusion definitions to be included in the Committee Charter. The motion was approved unanimously.

6. Other Business

Community College of Vermont President Joyce Judy introduced Mary Brodsky, the new Executive Director of Human Resources, Diversity, Equity, and Inclusion at CCV. Mary will be joining the VSC DEI Transformation Work Group.

7. Comments from the public

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There were no comments from the public.

Chair Jefferson adjourned the meeting at 3:41p.m.