

## MEMORANDUM

TO: Diversity, Equity and Inclusion Committee  
Shirley Jefferson , Chair  
Ryan Cooney  
Bill Lippert  
Karen Luneau  
Jim Masland  
Mary Moran

FROM: Kathryn Santiago, Associate General Counsel *K. Santiago*

DATE: March 1, 2022

SUBJECT: DEI Committee Meeting March 7, 2022

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The Diversity, Equity and Inclusion Committee of the Board of Trustees is scheduled to meet on Monday, March 7<sup>th</sup> from 3:00pm to 4:30pm by Zoom (or as soon as the Finance and Facilities Committee concludes if it runs past 3:00 p.m.).

The focus for this meeting will be for the committee to receive updates from the DEI Transformation Work Group regarding various initiatives, presentation of a proposed VSCS Diversity Statement from VSC DEI Transformation Work Group, to receive an update on pronouns as related to data systems, to receive an update on equitable hiring practices and to receive an update on the proposed anti-racism pledge from the Student Diversity and Inclusion Task Force.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of October 15, 2021, and draft VSCS Diversity Statement,

I can be reached directly at (802) 224-3012 if you have any questions. Thank you.

Cc: VSCS Board of Trustees  
Council of Presidents  
Academic Deans  
HR Council  
Student Affairs Council

**Vermont State Colleges Board of Trustees  
Diversity, Equity and Inclusion (DEI) Committee Meeting**

**Zoom Meeting/YouTube Stream  
Monday March 7, 2022**

**AGENDA**

**3:00 P.M.** – Diversity, Equity and Inclusion Committee Meeting

1. Call to Order
2. Approval of October 15, 2021 Meeting Minutes
3. Update from VSC DEI Transformation Work Group
4. Presentation of proposed VSCS Diversity Statement by VSC DEI Transformation Work Group
5. Update on processes for data systems and pronouns
6. Update on initiatives related to equitable hiring practices
7. Update on proposed anti-racism pledge from Student Diversity and Inclusion Task Force
8. Additional Business
9. Public Comment – sign up here: [www.vsc.edu/signup](http://www.vsc.edu/signup)
10. Adjourn

## MEETING MATERIALS

- Item 1:       October 15, 2021 Meeting Minutes
- Item 2:       *Draft VSCS Diversity Statement*

ITEM 1:  
October 15, 2021 Meeting Minutes

**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 - UNAPPROVED**

*Note: These are unapproved minutes, subject to amendment and/or approval at the subsequent meeting.*

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 25<sup>th</sup> 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

There were no comments from the public.

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

UNAPPROVED



ITEM 1:  
*Draft VSCS Diversity Statement*

## Draft VSCS Diversity Statement

2/28/22

The Vermont State College System (VSCS) is committed **to nurturing a welcoming, diverse, and inclusive learning and working environment**. We condemn racism and welcome all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability, and want everyone to feel safe and welcome in our community.

As an institution of higher education, we formally condemn all discrimination in all its forms, commit to fair and equal treatment of everyone in our community, and strive to ensure all our actions, policies, and operating procedures reflect this commitment.

Our commitment is based on three pillars of diversity, equity, inclusion, and social justice:

- **Data informed Practices:** We make decisions and examine our policies and practices based on valid and reliable data sets and how those decisions, policies and practices may positively or negatively impact different populations.
- **Professional Knowledge of DEISJ:** We are committed to providing faculty, staff and students access to training and learning about how their knowledge of diversity, equity, inclusion, and social justice topics impact their professional and educational work.
- **Personal Knowledge of DEISJ:** We are committed to providing faculty, staff, and students opportunity for personal growth to increase their understanding of diversity, equity, inclusion, and social justice related topics so that they can then apply that information to their lives, their community engagements, and their career.

We recognize our diverse community members do not hold a single identity that may impact their belonging, or access to educational or professional opportunities. Each person holds multiple and intersecting personal and social identities that must be recognized as they engage in learning and professional development.

We actively pursue the inclusion of diverse students, faculty, and staff; break down barriers impacting access to education and professional growth for all; and nurture true belonging for our diverse community.