

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, May 9, 2022 at 1:00 p.m. via Zoom - APPROVED

The VSCS Board of Trustees Diversity, Equity and Inclusion Committee met on Monday, May 9, 2022 via Zoom.

Committee Members present: Shirley Jefferson (Chair), Ryan Cooney, Mary Moran

Absent: David Durfee, Karen Luneau, Bill Lippert, Jim Masland

Other Trustees Present: David Silverman

Presidents: Joyce Judy, John Mills, Pat Moulton

Chancellor's Office Staff: Donny Bazluke, Network/Security Analyst
Kellie Campbell, Chief Information Officer
Jen Porrier, Administrative Director
Kathryn N. Santiago, Associate General Counsel & System Investigator
Sarah Potter, Chief Human Resources Officer
Sharron Scott, Chief Financial and Operating Officer
Patty Turley, General Counsel
Littleton Tyler, Lead Financial Analyst
Meg Walz, Director, Project Management
Sophie Zdatny, Chancellor
Yasmine Ziesler, Chief Academic Officer

From the Colleges: Nolan Atkins, Provost, 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
Tajae Edwards, Student, Castleton University
Ana Gaillat, Dean of Academic Affairs, Vermont Technical College
Kathleen Mason, Coordinator for Diversity, Equity & Inclusion, Vermont Technical College
David Rubin, Dean of Administration, Vermont Technical College
Beth Walsh, President, VSCUP, Northern Vermont University

1. Call to Order

Chair Jefferson called the meeting to order at 1:03 p.m.

Due to an unanticipated Vermont Legislative Special Session to conclude budget and other outstanding issues before adjourning, the DEI Committee experienced a lack of quorum as three of our six committee members are legislative trustees . Therefore DEI Committee proceeded with an informational meeting only. No action was taken.

Chair Jefferson congratulated Trustee Cooney on his upcoming graduation and future plans.

2. Update from the VSC DEI Transformation Work Group

Chair Jefferson invited Jae Basiliere, Northern Vermont University's Director of the Center for Teaching and Learning, to provide an update on the work of the DEI Transformation Workgroup. These efforts are to ensure that DEI is being taken into consideration as part of the ongoing transformation work. Dr. Basiliere shared that the work of the task force is transitioning into providing practicable and actionable support for people who are working on the transformation process. This includes work with the registrars, individual transformation groups upon request, and communications. Additionally, work has been done to improve the process of collecting identity data and determining how it is shared. Kathleen Mason, Coordinator for Diversity, Equity and Inclusion at Vermont Technical College, added that she is noticing a fundamental shift in how people are thinking about DEI work, with more people embracing opportunities and infusing DEI methodology into their current processes.

3. Presentation of updated proposed VSCS Diversity Statement by VSC DEI Transformation Work Group

Trustee Cooney will bring this item to the full Board at the May 16th meeting for a vote, in lieu of a vote to recommend from the DEI committee. Jae Basiliere, Northern Vermont University's Director of the Center for Teaching and Learning, Kathleen Mason, Coordinator for Diversity, Equity and Inclusion at Vermont Technical College and Mary Brodsky, Executive Director Human Resources, Diversity at Community College of Vermont presented the updated VSCS Diversity Statement and accompanying materials. Ms. Brodsky shared the summarized feedback on the proposed VSCS Diversity Statement that was received from various groups and can be found [here](#) on pages 10-16. Ms. Brodsky went on to recommend that this statement become the springboard for strategic planning at the campuses to promote inclusivity and engagement. Dr. Basiliere shared that they took the Diversity Statement on a listening tour to various stakeholders for input and feedback

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

Castleton University Student Tajae Edwards shared that the Student Diversity and Inclusion Task Force (hereinafter "Task Force") is comfortable with status of the pledge at this time and are

currently looking at methods for marketing the pledge. Additionally, they are looking for fellow students to continue the works as many Task Force members are graduating this year. The Task Force is using recent vandalism incidents on campus as opportunities for education. There is now an email address set up specifically to receive feedback and comments on the pledge. The plan is to roll the pledge out during Welcome Week at the campuses. Dr. Basiliere then shared that the Student Diversity and Inclusion Task Force will be a featured panel at the Gardener Institute's Equity and Retention Academy in June, presenting about their experiences with student driven activism. Kathryn N. Santiago, Associate General Counsel and System Investigator, read the comments of Kevin McGreal, Task Force member representing CCV. Mr. McGreal commented that they are in the process of establishing student lead support spaces, via Zoom, for Students of Color and allies. They are also in process of obtaining a list of resources for DEI topics and mental wellness / academic support for Students of Color.

5. Other Business

There was no other business.

6. Comments from the public

There were no comments from the public.

Chair Jefferson adjourned the meeting at 1:52 p.m.