

## MEMORANDUM

TO: Diversity, Equity and Inclusion Committee  
Shirley Jefferson, Chair  
David Durfee  
Bill Lippert  
Karen Luneau  
Jim Masland  
Mary Moran  
Perry Ragouzis

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

DATE: July 27, 2022

SUBJECT: DEI Committee Meeting August 3, 2022

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The Diversity, Equity and Inclusion Committee of the Board of Trustees is scheduled to meet on Wednesday, August 3<sup>rd</sup> from 11:15 am to 12:15pm by Zoom.

The focus for this meeting will be for the committee to introduce the inaugural Chief Diversity Officer for Vermont State University, receive an update on hiring and DEI for Vermont State University, receive updates from the DEI Transformation Work Group regarding various initiatives including an introduction of preliminary design principles related to transformation, receive an update on the proposed anti-racism pledge from the Student Diversity and Inclusion Task Force, and to discuss a name change of the committee from Diversity, Equity and Inclusion (DEI) to Diversity, Equity, Inclusion, and Social Justice (DEISJ).

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of May 9, 2022.

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  
11:15 p.m. to 12:15 p.m. Wednesday August 3, 2022**

**AGENDA**

**11:15 A.M.** – Diversity, Equity and Inclusion Committee Meeting

1. Call to Order
2. Public Comment – sign up here: [www.vsc.edu/signup](http://www.vsc.edu/signup)
3. Approval of Meeting Minutes
  - a. May 9, 2022 DEI Committee Meeting
4. Announcement/Introduction of Chief Diversity Officer
5. Update on hiring and DEI for Vermont State University
6. Update from VSC DEI Transformation Work Group
7. Update on proposed anti-racism pledge from Student Diversity and Inclusion Task Force
8. Discuss committee name change to Diversity, Equity, Inclusion and Social Justice (DEISJ)
9. Additional Business
10. Adjourn

**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 - 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 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 16<sup>th</sup> 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.