

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: October 21, 2022

SUBJECT: DEI Committee Meeting October 27, 2022

The Diversity, Equity and Inclusion Committee of the Board of Trustees is scheduled to meet on Thursday, October 27th from 2:30 pm to 3:35 pm by Zoom.

The focus for this meeting will be for the committee to receive an update on DEI at Vermont State University by the Chief Diversity Officer, receive an update on DEI at the Community College of Vermont by the Dean of People and Culture, and receive an informational presentation on the language of social justice as used at Vermont State University.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of August 3, 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
2:30 p.m. to 3:45 p.m. Thursday October 27, 2022**

AGENDA

2:30 P.M. – Diversity, Equity and Inclusion Committee Meeting

1. Call to Order
2. Public Comment – sign up here: www.vsc.edu/signup
3. Approval of Meeting Minutes
 - a. August 3, 2022 DEI Committee Meeting
4. Update on DEI at Vermont State University (VTSU)
5. Update on DEI at Community College of Vermont
6. Informational Presentation on the language of social justice at VTSU
7. Additional Business
8. Adjourn

ITEM 1:
August 3, 2022 Minutes

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Wednesday, August 3, 2022 at 11:15 a.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 Wednesday, August 3, 2022 via Zoom.

Committee Members present: Shirley Jefferson (Chair), David Durfee, Bill Lippert, Karen Luneau, Mary Moran, Perry Ragouzis

Absent: Jim Masland

Other Trustees Present: Lynn Dickinson

Presidents: Parwinder Grewal, Joyce Judy

Chancellor's Office Staff: Donny Bazluke, Network/Security Analyst
Kellie Campbell, Chief Information Officer
Kathryn Levasseur, Director of Governmental & External Affairs
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
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
Ana Gaillat, Dean of Academic Affairs, Vermont Technical College
Kathleen Mason, Coordinator for Diversity, Equity & Inclusion, Vermont Technical College

Hannah Miller, Co Director, Inclusive Childhood Education,
Northern Vermont University

1. Call to Order

Chair Jefferson called the meeting to order at 11:16 a.m.

2. Public Comment

There was no public comment.

3. Approval of Meeting Minutes

- a. March 7, 2022
- b. May 9, 2022

Trustee Moran moved and Trustee Durfee seconded the motion to approve the minutes from the March 7, 2022 meeting. The motion was approved with two abstentions by Trustee Lippert and Trustee Ragouzis.

Trustee Moran moved and Trustee Lippert seconded the motion to approve the minutes from the May 9, 2022 meeting. The motion was approved with one abstention by Trustee Ragouzis.

4. Announcement/Introduction of Chief Diversity Officer

Chair Jefferson introduced Dr. Jae Basiliere as the inaugural Chief Diversity Officer of Vermont State University. Chair Jefferson shared that this is a permanent position that reports to the president and has been a priority hire to meet Vermont State University's mission, vision, and commitment to diversity, equity, and inclusion.

5. Update on hiring and DEI for Vermont State University

Chief Human Resource Officer Sarah Potter presented an update on the hiring for Vermont State University and the incorporation of DEI into those practices. That presentation can be found [here](#). Chair Jefferson asked for a check back in a year with data related to the efficacy of these practices.

6. Update from VSC DEI Transformation Work Group

Dr. Basiliere provided an update from the DEI Transformation Work Group on its progress since the Committee's May meeting. The group have continued to use the three pillars of data informed decision making to inform teams as they go through their design process. Dr. Basiliere

shared two examples of their ongoing work including working directly with registrars to look at structures through the DEI lens and identifying those that might have been unintentionally set up to work against students in the past, and working with a cross-functional team to ensure that the collection of identity-based data is used and treated with current best practices. Kathleen Mason, Coordinator for Diversity, Equity and Inclusion at Vermont Technical College, shared that a pilot program has been started to support incoming nursing students who are late admits or non-native English speakers, Vermont Tech is continuing to support student athletes who are often underrepresented minorities and they also have a program supporting TRIO students (first generation and low-income students). Mary Brodsky, Executive Director of Human Resources, Diversity, Equity, and Inclusion at Community College of Vermont shared that CCV is excited to continue to collaborate with Dr. Basiliere and CHRO Potter. CCV is hoping to establish an Affinity space for people of color, leveraging resources to provide safe spaces for BIPOC students, faculty, staff, and their allies. Mary Brodsky also provided an update on recent DEI activities held at CCV, including a community-wide discussion and small group self-moderated discussions of the book “The Sum of Us” by Heather McGhee. She also discussed a recent training through the Racial Equity Institute.

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

Dr. Basiliere gave an update on behalf of the students, sharing that conversations have started about what the work will look like once the pledge is finalized. What is emerging is a desire to find a balance between wanting to be advocates for their community while also building and expanding the community for students who need the opportunity to connect with others. Trustee Ragouzis shared that he will be meeting with the VSCA later in August regarding student life and DEI. He also plans to visit each of the individual campuses to explore common areas of interest, as well as each campus’ unique interests. Dr. Basiliere explained that the digital work to launch the pledge has been completed and the students involved in the pledge are refining their plans for its launch.

8. Discuss committee name change to Diversity, Equity, Inclusion and Social Justice (DEISJ)

Chair Jefferson opened the discussion for the potential name change of the committee, stating that this change would reflect and align with the ongoing transformation work. Trustee Dickinson asked for the definition of Social Justice as it applies to this committee. Dr. Basiliere replied that it relates to the idea that there is a mandate in higher education to provide equitable access to education for all students. The language of social justice emphasizes the fact that it must be “active.” Chair Jefferson asked if the committee would like to table this question until the next meeting and Trustee Ragouzis replied that he would like to bring this topic to the students for their input. It was agreed this topic would be held over until the next meeting for additional information and discussion.

9. Other Business

There was no other business.

Chair Jefferson adjourned the meeting at 12:23 p.m.

UNAPPROVED