

## MEMORANDUM

TO: Diversity, Equity and Inclusion Committee  
Shirley Jefferson, Chair  
Bill Lippert, Vice Chair  
Megan Cluver  
Bob Flint  
Jim Masland  
Perry Ragouzis

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

DATE: October 24, 2023

SUBJECT: DEI Committee Meeting October 30, 2023

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The Diversity, Equity and Inclusion Committee of the Board of Trustees is scheduled to meet on Monday, October 30th from 11:00 a.m. to 12:00 p.m. by Zoom.

The focus for this meeting will be for the committee is to receive an update on Diversity, Equity & Inclusion (DEI) at the Community College of Vermont (CCV) by CCV's Dean of People and Culture; receive an update on Diversity, Equity, Inclusion & Social Justice (DEISJ) at Vermont State University (VTSU) by VTSU's VP of Student Success and Assistant Director of DEISJ Outreach and Accountability; and receive an update on the status of the student proposed Anti-Racism Pledge at VTSU by Perry Ragouzis, Board of Trustees.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of January 18, 2023, and DEI Committee meeting minutes of May 8, 2023.

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, October 30, 2023 at 11:00 a.m.**

**AGENDA**

**11:00 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)<sup>1</sup>
  3. Approval of Meeting Minutes
    - a. January 18, 2023 DEI Committee Meeting
    - b. May 5, 2023 DEI Committee Meeting
  4. Update on Diversity, Equity & Inclusion at the Community College of Vermont (CCV)
  5. Update of Diversity, Equity, Inclusion & Social Justice at Vermont State University (VTSU)
  6. Update on student proposed Anti-Racism Pledge at VTSU
  7. Additional Business
  8. Adjourn
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- Contact Jen Porrier at [jen.porrier@vsc.edu](mailto:jen.porrier@vsc.edu) for information on how to attend the Zoom meeting
  - This will also be livestreamed on YouTube at [www.vsc.edu/live](http://www.vsc.edu/live)

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<sup>1</sup> Note: To make a comment you must be logged into the live session at <https://www.vsc.edu/botzoom>. Please test your microphone and camera before logging into the session.

**Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, January 18, 2022 at 10:00 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 Thursday, October 27, 2022 via Zoom.

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

Absent: David Durfee, Jim Masland

Other Trustees Present: Megan Cluver, Lynn Dickinson

Presidents: Parwinder Grewal, Joyce Judy

Chancellor's Office Staff: Donny Bazluke, Network/Security Analyst  
Kellie Campbell, Chief Information Officer  
Helen Linda, Business & Process Analyst  
Jen Porrier, Administrative Director  
Sarah Potter, Chief Human Resources Officer  
Kathryn Santiago, Associate General Counsel  
Patty Turley, General Counsel  
Meg Walz, Director, Project Management  
Sophie Zdatny, Chancellor  
Yasmine Ziesler, Chief Academic Officer

From the Colleges: Nolan Atkins, Vice President of Academic Affairs, Northern Vermont University  
Jae Basiliere, Chief Diversity Officer, Vermont State University  
Kelley Beckwith, Vice President of Student Success, Castleton University  
Mary Brodsky, Dean of People and Culture, Community College of Vermont  
Andrew Clark, Student, Vermont Technical College  
Ana Gaillat, Dean of Academic Affairs, Vermont Technical College  
Aurora Hurd, Assistant Director of DEISJ Outreach and Accountability, Vermont State University  
Kathleen Mason, Coordinator for Diversity, Equity & Inclusion,

Vermont Technical College  
Elizabeth Powell, Faculty, Northern Vermont University

From the Public

Rodney Smolla, President, Vermont Law School

1. Call to Order

Chair Jefferson called the meeting to order at 10:01 a.m.

2. Public Comment

Chair Jefferson stated that public comment would be moved to the general discussion session following the presentation by President Smolla.

3. Approval of October 27, 2022 Meeting Minutes

**Trustee Moran moved and Trustee Luneau seconded the motion to approve the minutes from the October 27, 2022 meeting The motion was approved unanimously.**

4. Education Presentation on the intersection of Freedom of Speech, Academic Freedom, and Diversity, Equity and Inclusion Principles by President Rodney Smolla, the President of Vermont Law and Graduate School

Chair Jefferson introduced Vermont Law and Graduate School President Rodney Smolla. President Smolla shared that the First Amendment has been the focus of his academic research and writings. He provided an overview of the intersection between freedom of speech, academic freedom, and DEI on public universities' campuses. This was followed by a robust question and answer session with Trustees and meeting attendees. The presentation and discussion are available [here](#).

5. Public Comment

There were no public comments separate from the discussion following President Smolla's presentation.

6. Other Business

There was no other business.

Chair Jefferson adjourned the meeting at 11:20 a.m.

**Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, May 8, 2023 at 12:00 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 8, 2023 via Zoom.

Committee Members present: Shirley Jefferson (Chair), Bill Lippert (12:47 p.m.)

Absent: David Durfee, Karen Luneau, Jim Masland, Mary Moran, Perry Ragouzis

Other Trustees Present: Lynn Dickinson (1:05 p.m.) David Silverman (12:21 p.m.)

Presidents: Joyce Judy, Mike Smith

Chancellor's Office Staff: Pat Moulton, Executive Director, Workforce Development  
Jen Porrier, Administrative Director  
Kathryn Santiago, Associate General Counsel  
Patty Turley, General Counsel  
Sophie Zdatny, Chancellor  
Yasmine Ziesler, Chief Academic Officer

Shared Services: Donny Bazluke, Network/Security Analyst  
Kellie Campbell, Chief Information Officer  
Sarah Potter, Chief Human Resources Officer  
Meg Walz, Director, Project Management

From the Colleges: Jae Basiliere, Chief Diversity Officer, Vermont State University  
Kelley Beckwith, Vice President of Student Success, Castleton University  
Carl Brandon, Faculty, Vermont Technical College  
Mary Brodsky, Dean of People and Culture, Community College of Vermont  
Amy Daviarz, Title IX and Protected Rights Coordinator, Vermont State University  
Steve Farrow, Faculty, Community College of Vermont  
Ana Gaillat, Dean of Academic Affairs, Vermont Technical College

Aurora Hurd, Assistant Director of DEISJ Outreach and  
Accountability, Vermont State University  
Kathleen Mason, Director of International Student Services,  
Vermont Technical College  
Hannah Miller, Co-Director, Inclusive Childhood  
Education, Northern Vermont University  
Nick Molander, Faculty, Community College of Vermont  
Sarah Truckle, Vice President, Business Operations, Vermont State  
University

From the Public

Cherie Brown, Executive Director, National Coalition Building  
Institute

1. Call to Order

Chair Jefferson called the meeting to order at 12:01 p.m.

2. Public Comment

There was no public comment.

3. Approval of January 18, 2023 Meeting Minutes

Due to the lack of a quorum, this item was deferred to the next scheduled DEI Committee meeting.

4. Educational Presentation on **Anti-Semitism: Why Is It Everyone's Concern?**, by Cherie Brown, founder and executive director of the National Coalition Building Institute (NCBI)

Associate General Counsel Kathryn Santiago introduced Cherie Brown to the committee and audience. Ms. Brown is the founder and executive director of the National Coalition Building Institute which she has built into one of the leading diversity, equity and inclusion organizations, training leaders all over the world in DEI skills. For the past 40 years Cherie has led workshops all over the world on antisemitism, internalized antisemitism, and the intersection of antisemitism and racism. Ms. Brown was an adjunct faculty at the Reconstructionist Rabbinical College and is the author of many training Guides. Ms. Brown spoke for approximately 50 minutes on the topic of antisemitism, the effects of antisemitism on college campuses, and she identified tools that may assist to identify and address antisemitism in said spaces. Thereafter, Ms. Brown conducted a Question & Answer session for those present.

5. Overview of Policy 311 reporting process and Title IX coordinators

Kathryn Santiago provided an overview of the VSC Policy 311 reporting process, which covers all institutions within the Vermont State Colleges system and applies to students, staff and faculty. Policy 311 prohibits harassment and discrimination based on religion, as well as numerous other protected categories. Reports of Policy 311 violations should be submitted to Angie Albeck ([angela.albeck@ccv.edu](mailto:angela.albeck@ccv.edu)), CCV's Title IX Coordinator, or to Amy Daviarz ([Amy.Daviarz@vsc.edu](mailto:Amy.Daviarz@vsc.edu)), VTSU's Title IX and Protected Rights Coordinator. Additional contact information is available on each institution's website. See also <https://resolve.vsc.edu/file-a-report/>.

#### 6. Update on DEI at the Community College of Vermont

Mary Brodsky, Dean of People and Culture at Community College of Vermont, provided a recap of CCV's DEI work to date. There has been a focus on professional development and in October CCV held a Staff Day to hone skill sets around DEI. This was their first staff day held in person in three years. CCV hosts monthly "Chat and Chews" for bite sized topics including intersectionality and "calling in and calling out." CCV offers mental health first aid training for staff to build mental health literacy. CCV is working with HR to improve recruitment, to modify search committee procedures, and to include DEI standard criteria for all positions. CCV has changed the way it approaches floating holidays for staff, providing opportunities for taking chosen personal holidays. The DEI data working group has been working to standardize pronouns and gender options across multiple systems. This was a vast undertaking. CCV has launched a BIPOC Student Affinity Space that meets monthly through the academic year. Looking ahead, CCV will be establishing additional supports for English language learners, and more ways to provide support for gender diversity and LGBTQIA+ persons.

#### 7. Update on DEI at Vermont State University

Jae Basiliere, Chief Diversity Officer for Vermont State University, gave an update on the DEI work at VTSU. Dr. Basiliere shared progress made at VTSU on transformation work and the focus of integrating DEI into all aspects of VTSU's operations and structure. The admissions applications for both undergraduate and graduate programs at VTSU have been reviewed for DEI compliance, and conversations have been had with graduate advisors to familiarize them with standardized practices for admissions and advising. Dr. Basiliere assisted in the creation of the VTSU Community Values statement which supports the system wide diversity statement already adopted and integrates issues of DEI into the strategic plan for VTSU. There has also been work on done on providing professional development for faculty, including monthly meetings of Building Anti-Racist White Educators (BARWE) with 130 faculty on the mailing list. These meetings have informed the development of training programs. Dr Basiliere has also developed trainings designed to support faculty in executing the DEI learning outcomes in the general education learning curriculum. Dr. Basiliere discussed the new DEI-based recruiting and hiring practices at VTSU, which incorporates the best practice of providing candidates with interview questions ahead of time.

#### 8. Other Business

There was no other business.

Chair Jefferson adjourned the meeting at 1:38 p.m.

UNAPPROVED