

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 - APPROVED

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), CCV's Title IX Coordinator, or to Amy Daviarz (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.