

MEMORANDUM

TO: Diversity, Equity and Inclusion Committee
Shirley Jefferson, Chair
Betsy Bloomer
Megan Cluver
Bob Flint
Jim Masland
Perry Ragouzis

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

DATE: March 7, 2024

SUBJECT: DEI Committee Meeting March 11, 2024

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

The focus for this meeting will be for the committee is to receive an educational presentation on the recent United States Supreme Court decision on race-conscious admission programs at colleges and universities by President Rodney Smolla, the President of Vermont Law and Graduate School.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of January 8, 2024.

Note: Please be advised that this committee has six members. The quorum to start the meeting and to take any action is four members of the committee.

Please do not abstain from voting on minutes, even if you missed the meeting. You should review the draft minutes and may rely on those who were present to speak out about any inaccuracies or corrections. Our recommendation is that you should exercise your vote, even if you were not present. A vote to approve the minutes is *not* an indication that you were an eyewitness, but rather indicates your confidence in the process that produced the minutes. Robert's Rules of Order Newly Revised, 12th edition says:

It should be noted that a member's absence from the meeting for which minutes are being approved does not prevent the member from participating in their correction or approval. 41:11.

If you abstain from voting on minutes, it may lead to a quorum problem.

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

Academic Deans
Student Affairs Council

**Vermont State Colleges Board of Trustees
Diversity, Equity, and Inclusion (DEI) Committee Meeting
Zoom Meeting/YouTube Stream**

Monday, March 11, 2024 at 11:30 a.m.

AGENDA

11:30 A.M. – Diversity, Equity and Inclusion Committee Meeting

1. Call to Order
 2. Public Comment – sign up here: www.vsc.edu/signup¹
 3. Approval of Meeting Minutes
 - a. January 8, 2024 DEI Committee Meeting
 4. Educational Presentation on the United States Supreme Court decision on race-conscious admission programs at colleges and universities
 5. Additional Business
 6. Adjourn
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- Contact Jen Porrier at 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

¹ 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 8, 2024 at 11:00 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 Monday, January 8, 2024 via Zoom.

Committee Members present: Shirley Jefferson (Chair), Betsy Bloomer, Bob Flint, Bill Lippert, Perry Ragouzis

Absent: Megan Cluver, Jim Masland

Presidents: David Bergh, Joyce Judy

Chancellor's Office Staff: Beth Mauch, Chancellor
Jen Porrier, Administrative Director
Drake Turner, Director of Governmental and External Affairs

Shared Services: Donny Bazluke, Network/Security Analyst
Sarah Chambers, Director of Learning Technologies
Helen Linda, Business and Process Analyst
Kathryn Santiago, Associate General Counsel
Sharron Scott, Chief Financial & Operating Officer
Patty Turley, General Counsel
Meg Walz, Director, Project Management

From the Colleges: Oyibo Afoaku, Chief Diversity Officer, Vermont State University
Kelley Beckwith, Vice President of Student Success, Vermont State University
Mary Brodsky, Dean of People and Culture, Community College of Vermont
Rich Clark, Faculty, Vermont State University
Aurora Hurd, Assistant Director of DEISJ Outreach and Accountability, Vermont State University
Kathleen Mason, Director of International Student Services and Global Affairs, Vermont State University
Denise Rhodes, Student Financial Support Specialist, Vermont State University
Sarah Truckle, Vice President, Business Operations, Vermont State University

1. Call to Order

Chair Jefferson called the meeting to order at 11:03 a.m.

Chair Jefferson shared that efforts had been made to engage a speaker to present on the United State Supreme Court's decision concerning college admissions and the impact on affirmative action. Scheduling with a speaker did not align for this meeting. However, efforts to schedule are ongoing.

2. Public Comment

Professor Rich Clark shared his hope that Vermont state University will make Diversity, Equity and Inclusion meaningful so "it is felt rather than just spoken" and proposed several ideas that may help the campus community engage with diversity, equity, inclusion and social justice efforts.

3. Approval of Meeting Minutes

Trustee Ragouzis moved and Trustee Bloomer seconded the motion to approve the October 30, 2023 meeting minutes. The motion was approved with one abstention.

4. Welcome Vermont State University's new Chief Diversity Officer

Chair Jefferson welcomed Vermont State University's new Chief Diversity Officer, Dr. Oyibo Afoaku. Dr. Afoaku brings over thirty-five years of executive experience providing strategic initiatives, programs, dialogues, resources, and services pertaining to diversity, equity, and inclusion.

5. Educational Presentation entitled "Calling-In vs. Calling-Out"

Chair Jefferson invited Mary Brodsky, Community College of Vermont's Dean of People and Culture, to share an education presentation via a "Chat and Chew" format entitled "Calling-In vs. Calling-Out" based on the works of Loretta Ross, Professor and Activist. Dean Brodsky facilitated a conversation based on the articles and information found [here](#) and [here](#) on pages 9-20.

6. Introduction to anticipated formation of Student Government Association's DEI Committee

Trustee Ragouzis introduced the anticipated creation of the VSC Student Association Diversity, Equity and Inclusion Committee, which he expects to form during the Spring 2024 term. The VSC Student Association is comprised of the student representatives from both VSC member institutions – CCV and VTSU. At present, the proposed committee will be chaired by Ashlesha Mainali, a Junior at Vermont State University – Castleton campus.

7. Other Business

There was no other business.

Chair Jefferson adjourned the meeting at 12:01 p.m.

UNAPPROVED