

MEMORANDUM

TO: Diversity, Equity and Inclusion Committee
Shirley Jefferson, Chair
Betsy Bloomer, Vice Chair
Megan Cluver
Bob Flint
Jim Masland
Jason Musal

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

DATE: December 4, 2024

SUBJECT: VSCS Board of Trustees DEI Committee Meeting December 9, 2024

The Diversity, Equity and Inclusion Committee of the Board of Trustees is scheduled to meet on Monday, December 9th at 12:00 p.m. via 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) and to receive an update on Diversity, Equity, Inclusion & Social Justice (DEISJ) at Vermont State University (VTSU). Additionally, the new Chief Diversity Officer of VTSU, Paul Yoon, will be introduced.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of July 16, 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	Academic Deans	DEI Committee Liaisons
	Council of Presidents	HR Council	Student Affairs Council

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

Monday, December 9, 2024 at 12:00 p.m.

AGENDA

1. Call to Order
2. Public Comment – sign up here: www.vsc.edu/signup¹
3. Approval of July 16, 2024 Meeting Minutes
4. Welcome to DEI Committee Liaisons
5. Introduction of Paul Yoon, Vermont State University's Chief Diversity Officer
6. Update on Diversity, Equity & Inclusion from the Community College of Vermont
7. Update on Diversity, Equity, Inclusion & Social Justice from Vermont State University
8. Additional Business
9. Adjourn

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.

Meeting Materials

ITEM 1: July 16, 2024 Minutes

ITEM 1: July 16, 2024 Minutes

**Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee
meeting held Tuesday, July 16, 2024 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 Tuesday, July 16, 2024 via Zoom.

Board members present: Shirley Jefferson (Chair), Betsy Bloomer, Megan Culver, Jim Masland, Jason Musal

Absent: Bob Flint

Other Trustees present: David Durfee

Chancellor: Beth Mauch

Presidents: David Bergh, Interim President, Vermont State University
Joyce Judy, President, Community College of Vermont

Other Attendees: Kathy Armstrong
Kelley Beckwith
Mary Brodsky
Sarah Chambers
Kayla Dewey
Barb Flathers
Jason Kaiser
Maurice Ouimet
Kathryn Santiago
Sharron Scott
Patty Turley
Drake Turner

1. Call to order: Chair Jefferson called the meeting to order at 1:01 p.m. Chancellor Beth Mauch introduced a new member to her team, Kayla Dewey, Executive Assistant to the Chancellor and Board of Trustees. Chair Jefferson introduced and welcomed new student trustee, Jason Musal as a member of this Committee. Chair Jefferson then asked VTSU President to share a brief update on DEI work at the University. He affirmed VTSU's commitment to continuously advancing DEI efforts. Structural and reporting line changes are in review, and VTSU is currently recruiting for open DEI positions. VP Beckwith will provide further details later in the meeting.
2. Public Comment. There was no public comment.

3. Approval of Minutes – March 11, 2024

Trustee Musal moved and Trustee Bloomer seconded the motion to approve the March 11, 2024 minutes. The motion was approved unanimously.

4. CCV Progress Report on Three Pillars of DEISJ

Mary Brodsky, Dean of People and Culture at Community College of Vermont (CCV) provided a progress report on CCV's DEI initiatives. Guided by established guiding pillars, values, and priorities, CCV has been growing employee cultural competency through training and education using data informed practices in decision making. Some key events and initiatives included measuring employee attitudes by including DEI-oriented questions in the biannual staff survey which had an 85% response rate.

CCV has hosted or participated in a number of events, which celebrate diverse cultures including Winooski's Pride Festival, CCV's International Food Festival, CCV's World Music Day, and UVM's Annual Inclusive Excellence Symposium. A virtual BIPOC student affinity group open to CCV and VTSU was created, and group leaders plan to adjust their approach for next year to encourage more participation.

CCV has secured funding and is currently recruiting a Coordinator of Multicultural Teaching and Learning.

5. VTSU Progress Report on Three Pillars of DEISJ

Kelley Beckwith, Vice President of Student Success at VTSU provided a summary of VTSU's DEISJ initiatives and recent progress. She started by recognizing Aurora Hurd and Oyibo Afoaku for their work advancing several initiatives in DEISJ this past semester. Both staff members have departed VTSU. VTSU is recruiting for two roles: Chief Diversity Officer and Assistant Director of DEISJ.

VTSU hosted a number of events to build community and belonging across the university including Harambee and Social Hour. These events were well attended thanks to support from the Student Government Association chapters, athletic programs, as well as individual faculty, staff and students. The DEISJ Advisory Committee was formed and was charged with developing strategic goals that align with the VTSU Strategic Plan. Other projects include implementation of a Campus Climate Survey, maintenance of a resource website, and communications of significant dates, holidays, and updates. DEISJ partnered with other departments to plan a two-day training event in October with a DEISJ expert.

6. Additional Business

There was no other business.

Chair Jefferson adjourned the meeting at 1:58 p.m.