

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, December 9, 2024 at 12:00 p.m. via Zoom - APPROVED

The VSCS Board of Trustees Diversity, Equity and Inclusion Committee met on Monday, December 9, 2024 via Zoom.

Board members present: Shirley Jefferson (Chair), Betsy Bloomer, Bob Flint, Jason Musal

Absent: Megan Cluver
Jim Masland

Liaisons: Marianne Dimascio, CCV staff
Alex Northern, CCV faculty
Lisa Zinn, VTSU faculty

Other Trustees present: Lynn Dickinson
David Durfee
Karen Luneau

Chancellor: Beth Mauch

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

Other Attendees: Sarah Chambers, Direct of Learning Technologies
Kayla Dewey, Executive Assistant
Jason Kaiser, Learning Spaces Technology Specialist
Kayla Livingston, VTSU Student
Maurice Ouimet, VP of Admissions and Enrollment Services
Michael Reeves, VTSU Faculty
Kathryn Santiago, Associate General Counsel
Sharron Scott, Chief Operating and Finance Officer
Paul Suk-Yoon, VTSU Chief Diversity Officer
Patty Turley, General Counsel
Eva Zimmerman, VTSU Student

1. Call to Order

Chair Jefferson called the meeting to order at 12:18 p.m. and announced that Betsy Bloomer has been appointed as the Vice Chair of the DEI Committee.

2. Comments from the Public

There was no public comment.

3. Approval of July 16, 2024, Meeting Minutes

Trustee Flint moved and Trustee Musal seconded the motion to approve the July 16, 2024 minutes. The motion was approved unanimously.

4. Welcoming of DEI Committee Liaisons

Chair Jefferson welcomed the DEI Committee liaisons. The liaisons will be participating in meetings and providing input to the committee.

5. Introduction of New VTSU Chief Diversity Officer

Chair Jefferson welcomed Paul S. Yoon, the new VTSU Chief Diversity Officer. Mr. Yoon brings over 15 years of experience leading and executing strategic diversity, equity, and inclusion priorities, including as a teacher, teacher leader, school-based administrator, adjunct professor, and higher education administrator.

6. Update on DEI at Community College of Vermont (CCV)

Chair Jefferson turned the meeting over to Alex Northern who provided an update on DEI at CCV including the following: (1) President Judy appointed twelve staff, faculty, and students to serve on CCV's DEI committee, eight of whom are returning from prior years. (2) Dean Brodsky engaged in the successful search for the VTSU Chief Diversity Officer, which resulted in the hiring of Paul Yoon. (3) CCV engaged in a college-wide staff professional development activity centered around the theme of fostering a culture of belonging and appreciation. (4) CCV hired Arzu Gul as the Coordinator of Multicultural Teaching and Learning. (5) CCV hosts monthly community discussions to advance and support DEI at VSC.

7. Update on DEISJ at Vermont State University (VTSU)

Chair Jefferson turned the meeting over to Paul Yoon to provide VTSU's DEISJ update. Mr. Yoon discussed current challenges including a public perception that there is not value in earning a higher education degree and a national anti-DEI movement.

The campus climate survey initiated by VTSU generated useful data that Mr. Yoon anticipates will be helpful in moving forward DEI efforts. Key data points included (1) an emphasis on affordability including all costs associated with pursuing a higher education degree; (2) communication/transparency, particularly from the executive leadership team; and (3) a desire for more DEISJ learning opportunities. VTSU is urging all VTSU's towns and cities to adopt The Declaration of Inclusion. There is currently a search in progress for an Assistant Director of Diversity, Equity, Inclusion, and Social Justice.

Mr. Yoon emphasized his intention to build a "Team of Teams," or a network across the institution to coordinate responses and elevate celebration-worthy events.

Mr. Yoon shared a Racial, Justice, and Equity State Institute event flyer with the board by email, prior to the meeting.

[Presentation: VTSU DEISJ update](#)

8. Additional Business

Chair Jefferson asked the liaisons and Committee members to provide feedback during and/or following the meeting concerning topics they would like to see in future meetings.

9. Adjourn

Chair Jefferson adjourned the meeting at 1:02 p.m.