

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: February 28, 2025

SUBJECT: VSC Board of Trustees DEI Committee Meeting March 6, 2025

The Diversity, Equity and Inclusion Committee of the VSC Board of Trustees is scheduled to meet on Thursday, March 6, 2025 at 1:00 p.m. via Zoom.

In preparation for the committee's discussion, in the accompanying materials please find the DEI Committee meeting minutes of December 9, 2024.

The focus for this meeting will be for the committee to receive an educational presentation regarding the impact of federal Executive Orders on Higher Education by President Rodney Smolla, the President of Vermont Law and Graduate School.

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.

The committee assistant may be reached at (802) 224-3021 for any questions.

Cc: Council of Presidents
DEI Committee Liaisons
VSC Board of Trustees

**Vermont State Colleges Board of Trustees
Diversity, Equity and Inclusion (DEI) Committee Meeting
Zoom Meeting¹/YouTube Stream²
Thursday, March 6, 2025 at 1:00 p.m.**

AGENDA

1. Call to Order
2. Public Comment – sign up here: www.vsc.edu/signup¹
3. Approval of December 9, 2024 Meeting Minutes
4. Educational Presentation on the Impact of Federal Executive Orders on Higher Education
5. Additional Business
6. Adjourn

MATERIALS

1. Meeting Minutes of December 9, 2024

¹ vsc.edu/botzoom

² vsc.edu/live

³ Public comment sign up - vsc.edu/signup. Participants must be logged in to the live session at vsc.edu/botzoom to make a comment.

ITEM 1: MINUTES OF DECEMBER 9, 2024

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 - 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, 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, 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.