

MEMORANDUM

TO: Diversity, Equity and Inclusion Committee
Shirley Jefferson (Chair)
Betsy Ide Bloomer
Megan Cluver
Bob Flint
John Kascenska
Amelia Vlahogiannis

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

DATE: April 28, 2026

SUBJECT: VSC Board of Trustees Diversity, Equity and Inclusion Committee Meeting May 4, 2026

The Diversity, Equity and Inclusion (DEI) Committee of the VSC Board of Trustees is scheduled to meet on Monday, May 4, 2026 at 9:00 a.m. at vsc.edu/botzoom.

Following public comment and approval of minutes, the Committee will receive an Educational Presentation on “Diversity, Equity, and Inclusion in the State of Vermont and recent impacts” by guest speaker, Xusana Davis, Executive Director of Racial Equity (State of Vermont Office of Racial Equity).

In preparation for the committee’s discussion, in the accompanying materials please find the DEI Committee meeting minutes of March 2, 2025.

Following any additional business the committee will adjourn.

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: VSC Presidents
DEI Committee Liaisons
VSC Board of Trustees

**Vermont State Colleges Board of Trustees
Diversity, Equity and Inclusion Committee Meeting
Monday, May 4, 2026 at 9:00 a.m.
Live meeting: vsc.edu/botzoom
Stream: vsc.edu/live**

AGENDA

1. Call to Order
2. Public Comment¹
3. Approval of March 2, 2026 Minutes
4. Educational Presentation on Diversity, Equity, and Inclusion in the State of Vermont and recent impacts
5. Additional Business
6. Adjourn

MATERIALS

1. March 2, 2026 Minutes

¹ Sign up to make a public comment at www.vsc.edu/signup. Commenters must be present or logged in to the live session at vsc.edu/botzoom to make a comment.

Minutes of the VSCS Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, March 2, 2026 at 10:00 a.m. at vsc.edu/botzoom - UNAPPROVED

Note: These are unapproved minutes, subject to amendment and/or approval at the subsequent meeting.

The VSC Board of Trustees Diversity, Equity and Inclusion Committee met on Monday, March 2, 2026 at 10:00 a.m. at vsc.edu/botzoom.

Board members present: Shirley Jefferson (Chair,) Betsy Ide Bloomer (10:04 a.m.,) Megan Cluver (10:03 a.m.,) Bob Flint, Amelia Vlahogiannis

Others present: Lynn Dickinson, Susan Zeller

Presidents: David Bergh, VTSU
Joyce Judy, CCV

Liaisons: Marianne Dimascio, CCV staff
Maya Nasta, VTSU staff
Alex Northern, CCV faculty
Michael Reeves, VTSU faculty

Other Attendees: Mary Brodsky, CCV Dean of People and Culture
Kayla Dewey, Executive Assistant
Jenn Hayden, VTSU Asst Director DEI
Jason Kaiser, Learning Spaces Technology Specialist
Kathryn Santiago, Associate General Counsel
Sharron Scott, Chief Financial and Operating Officer
Paul Suk-Yoon, VTSU Chief Culture and Compliance Officer
Patty Turley, General Counsel

1. Call to Order

Chair Jefferson called the meeting to order at 10:01 a.m.

2. Comments from the Public

There was no public comment.

3. Approval of May 12, 2025 Meeting Minutes

Trustee Vlahogiannis moved and Trustee Flint seconded the motion to approve the May 12, 2025 minutes. The motion was approved unanimously.

4. Update on Diversity, Equity & Inclusion from the Community College of Vermont

Chair Jefferson invited Dean Brodsky to provide an update on Diversity Equity & Inclusion at CCV. Ms. Brodsky shared that those at CCV who engage with DEI are leaning into values including respect for their community and all individuals with their varying backgrounds, cultures and opinions. CCV is continuing to nurture a safe, welcoming, and inclusive space for all and has hosted monthly discussions, “Chat and Chews,” to support DEI efforts. Liaison Northern described the most recent discussion related to Black History month. CCV has an active DEI committee and welcomes student participation. CCV looks forward to hosting their 23rd International Food Festival on April 30th to celebrate the cultures represented at the college, and the Trustees are invited. After responding to Trustee questions, Dean Brodsky thanked the committee for their interest and support.

5. Update on Diversity, Equity, Inclusion & Social Justice from Vermont State University

Chair Jefferson invited Paul Yoon to provide an update on Diversity, Equity, Inclusion & Social Justice at Vermont State University (VTSU). Mr. Yoon began by acknowledging cultural holidays in the community. He shared news of a recent federal legal decision stating that the federal government cannot withhold funds from institutions that refuse to sign a pledge related to DEI, alleviating pressure on higher education regarding the pledge. New digital accessibility regulations will go into effect in April of this year. In anticipation of these regulations, VTSU is updating websites to meet the new standards and supporting academic compliance. Mr. Yoon reported that his office had updated guidance to the VTSU community on how to respond to law enforcement both on and off campus with a priority for safety. He also highlighted office projects focused on meeting the needs of the community including combating food insecurity, providing menstrual products, providing winter clothing, and implementing an inclusive calendar. Mr. Yoon responded to questions from the Trustees about these activities.

Presidents Judy and Bergh responded to questions regarding measures the institutions take to provide support to students.

6. Additional Business

Chair Jefferson reminded Trustees of the invitation to attend CCV’s International Food Festival on April 30 and announced that all are encouraged to attend the next DEI meeting on May 4, 2026 where guest speaker, Xusana Davis, State of Vermont’s Executive Director of Racial Equity, will present.

Chair Jefferson adjourned the meeting at 10:58 a.m.