

MEMORANDUM

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

DEI Committee Liaisons
Marianne Dimascio
Maya Nasta
Alex Northern
Michael Reeves

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

DATE: October 13, 2026

SUBJECT: VSC Diversity, Equity and Inclusion Committee Meeting October 19, 2026

The VSC Diversity, Equity and Inclusion Committee is scheduled to meet on Monday, October 19, 2026 at 9:00 a.m. at www.vsc.edu/botzoom.

Following the call to order, public comment and approval of minutes, the committee will receive an educational presentation entitled “How the ‘DEI Wars’ are Playing Out in the Courts” by Professor Rodney Smolla, former President and current faculty at Vermont Law and Graduate School.

In preparation for the committee’s meeting, in the accompanying materials please find the DEI Committee meeting minutes of May 4, 2026.

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
VSC Board of Trustees

**Vermont State Colleges Board of Trustees
Diversity, Equity and Inclusion Committee Meeting
Monday, October 19, 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 May 4, 2026 Minutes
4. Educational Presentation entitled “How the ‘DEI Wars’ are Playing Out in the Courts”
5. Additional Business
6. Adjourn

MATERIALS

1. May 4, 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 VSC Board of Trustees Diversity, Equity and Inclusion Committee meeting held Monday, May 4, 2026 at 9:00 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, May 4, 2026 at 9:00 a.m. at vsc.edu/botzoom.

Committee members present: Shirley Jefferson (Chair), Betsy Ide Bloomer, Megan Cluver, Bob Flint, John Kascenska (9:12 a.m.)

Absent: Amelia Vlahogiannis

Others present: David Durfee, Susan Zeller

Chancellor: Elizabeth Mauch

Presidents: David Bergh, VTSU
Joyce Judy, CCV

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

Other Attendees: Mary Brodsky, Dean of People and Culture
Xusana Davis, Exec. Director, VT Office of Racial Equity
Kayla Dewey, Executive Assistant
Jason Kaiser, Learning Spaces Technology Specialist
Katie Mobley, CCV Dean of Enrollment
Kathryn Santiago, Associate General Counsel
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 9:02 a.m.

2. Comments from the Public

There was no public comment.

3. Approval of March 2, 2026 meeting minutes

Trustee Bloomer moved and Trustee Flint seconded the motion to approve the March 2, 2026 minutes. The motion was approved unanimously.

4. Educational Presentation on Diversity, Equity, and Inclusion in the State of Vermont and recent impacts

Chair Jefferson welcomed guest speaker, Xusana Davis, State of Vermont's Executive Director of Racial Equity.. Ms. Davis works with State agencies to identify and address systemic racial disparities, ensure that equity goals and objectives are incorporated throughout the State's operations, and provide strategic and policy guidance on equity issues. Ms. Davis holds a Juris Doctor, with a concentration in International Human Rights Law, from New York Law School.

Ms. Davis provided an Educational Presentation on racial equity work in the State and in relation to recent activity from the White House. Following Ms. Davis' presentation, the Trustees and Liaisons engaged in a question-and-answer period. The presentation can be found at the [Vermont State Colleges YouTube channel](#) until November 19, 2026.

5. Additional Business

There was no additional business.

Chair Jefferson adjourned the meeting at 9:59 a.m.