

**Chancellor's Advisory Committee on
Diversity, Equity, Inclusion, and Cultural Safety**

Zoom Invitation Link:

<https://alaska.zoom.us/j/87444418352?pwd=Y05yRHRKcXBKbkNYVGk3RVA3emdEQT09>

Friday 9/23/22, 11:00am - 1:00pm

☀ Meeting Agenda ☀

[DEICS Webpage](#)

[DEICS Shared Google Drive](#)

This meeting [without Minutes](#)

This meeting's [Video Recording](#)

In Attendance (quorum is 7, with 12 total voting members):

- Math Trafton, Courtney MacArthur, Louisa Cryan, Lori Klein, Jay Szczepanski, Colleen Ianuzzi, Carin Silkaitis, Jamison Lednum, John Ingman, Melissa Dolese, X'unei Lance Twitchell, Davina Cole

Not in Attendance:

- Kimberly Matsuura

MEETING AGENDA

- 1. Statement of Intention:** This meeting starts with the reminder that we are all equals in this committee, and that many or all of us may sit in a position of power and privilege in different ways or in different subjects and we should all meditate on our own possible biases and work to consciously set them aside. Additionally, this meeting is a place where our humanity, our emotions, and our differing thoughts, are allowed and should be honored, respected, and made space for by one another. Finally, we are all encouraged to take a moment to reflect on the geographical places we are located and the history and people of those lands.
- 2. Agenda Business and Logistics**
 - a. Determine meeting notetaker **Courtney**
 - b. Consent to record meeting? **Yes**
- 3. Important Updates or Announcements**
 - a. [Condensed notes](#) from last meeting (Courtney's report to Staff Council)
 - b. No updates on filling vacancy for Sitka faculty representative or Disability Services representative.
 - c. Safe Zone Training today (9/23, 1:30 - 3:00pm)
 - d. Renaming Thanksgiving Break to Fall Break:
 - i. Faculty Senate approved (last December)
 - ii. Staff Council presented proposal (last November) and found supposed support, then sent a survey (this month) with overwhelming support to change

- iii. Student Government introduced a resolution (voting next week)
- iv. Next steps: Take to BOR (Lori has an update)
 - 1. Lori was asked for guidance for getting this to BOR; these things start at the university, then to the alliance and coalition level. Chancellor said because Thanksgiving is written into BOR policy, the change has to go through system-level government groups (staff alliance, faculty alliance, and coalition of students). UAS can bring this forward, but if UAA and/or UAF are not on-board, BOR will not approve the change. Lori is reaching back out to student government to learn more and to see if there are conversations about this on UAA and UAF. Lori is committed to continue working with student government. And with Jon (SC). Math will check in with Jen (FS).
- e. Indigenous Peoples' Day
 - i. Sitka
 - 1. Keynote speaker Mary Peltola
 - 2. Yaakw: Language Sanctuary on the Water - can we screen?
 - a. KTOO owns content, check with them
 - ii. Juneau
 - 1. Kolene, Ronalda and X'unei to film a fishbowl about what it has been like working on the campus as Indigenous people. Screen the film on IPD.
 - 2. Students really started the movement for IPD celebrations on campus.
 - iii. Ketchikan
 - 1. Barbara Morgan organizing
- f. Questions about how to report discrimination and how to deal with workplace situations when discrimination occurs (e.g., by students)
 - i. X'unei: no easy way to get to equity and Title IX webpage
 - ii. We need to prioritize this and make sure the website reflects our priorities
 - iii. Website subcommittee will discuss
 - iv. Louisa: <https://secure.ethicspoint.com/domain/media/en/gui/40174/index.html>
 - v. Melissa: Life at UAS —> Student Services. There is Title IX but not a link for reporting bias incidents so we could add a link there
- g. Other?

4. Discussion Items

- a. Recent BOR meeting over T9 (re. participation of trans athletes) included some comments unsupportive of LGBTQ+ (context: [Juneau Empire](#)).
 - i. **Decision:** Should our committee act on this? E.g., express support for our community and/or request support from leadership (chancellor/president/BOR)? New workgroup?
 - ii. Lori Klein was at this meeting. Louisa Cryan was listening online. Both had the impression that Dale Anderson was referring to bathroom laws. Nobody at the big table commented to argue with the comment. The students may get the impression that the Board of Regents is not supportive of transgender students.

- iii. X'unei: The Board model is a colonial model, which encourages discrimination. This committee could draft a memo making a statement of support for communities that are under attack. Others are at risk to say something but we can. We could give it to Juneau Empire and not just keep it within the UA system. Express disappointment, say it was hurtful, say this is what discrimination looks like. The language used with the word "insidious" was othering. We could have a subcommittee dedicated to drafting memos like this.
 - iv. Math: we could form a workgroup for this one task or a subcommittee that does this regularly
 - v. Lori Klein: Before BoR meetings there is public testimony, we could call in and talk about the purpose of the subcommittee and talk about our students and how BoR comments and decisions impact them.
 - vi. Math: Staff Council and Faculty Senate could be encouraged to take similar action
 - vii. X'unei: Discrimination Incident Response Team
 - viii. Jay: DART
- b. **DEICS Retreat** We showed support for planning a DEICS retreat for AY22-23?
- i. Potential dates, from previous meeting: "earlier is better," "spring break," "not before Dec," "Friday could work"
 - ii. New workgroup?
 - iii. Carin: Chancellor's office offered to fund it - a night in a hotel, basic breakfast and lunch, to get everyone over to Juneau. I am happy to plan it with someone else or on my own.
 - iv. Davina: I can help too!
- c. **Decision:** Should we post meeting minutes publicly?
- i. X'unei: Lean toward publishing but be open to move to Executive Session with a paused recording. For example if someone wants to come to a meeting and tell us about how they were discriminated against. Be cautious about protecting speech in the minutes when called for.
 - ii. John: Someone from the public can request these recordings, correct? We could set a time limit on how long we keep recordings for members to refer back to for a period of time. What are the legal obligations?
 - iii. X'unei: The recordings should perhaps be private because we are tasked with analyzing the systems that we work within. Minutes could accomplish transparency.
 - iv. Math: Since we have student govt participation, and that is a paid position, technically that counts as employee. So we may not have to make the recordings as accessible (legally speaking).
 - v. Louisa: Will email Jessi Driscoll
 - vi. John: Will find an email from General Council and forward
 - vii. Louisa: We can have a general email and say "For a copy of minutes please email (that general email)."
 - viii. Math: Will talk to Colin about getting the minutes going forward posted
- d. **Decision:** Should we ask for a formal annual report from the chancellor's office?

- i. Let's revisit at another meeting
 - ii. X'unei: Asked for diversity stats from provost office when presenting to BoR, those were hard to find at first so would like to see more diversity reporting
 - 1. [UA BOR Indigenous Studies AY23.pdf](#)
- e. **Decision:** Should we use the September meeting (now) to determine priorities, then invite institutional leaders (chancellor, provost, SC president, FS president) for October meeting?
- i. [CACANE Priorities](#), CCECS [Previous Priorities](#) from 2018, DEICS [Fall 2021 Priorities](#), [ANSI Priorities](#)
 - ii. Brainstorm priorities?
 - 1. *Better system of reporting discrimination
 - 2. *UAS Homepage: significant promotion of DEICS & commitment to efforts
 - 3. *Updating more equitable processes and policies for all UAS employees, especially staff and faculty (via handbooks, etc.)
 - 4. *Form a larger DIECS committee presence across UAS
 - 5. Cultural education (showcases, art, history, etc.)
 - 6. Mandatory annual SafeZone training for all employees, gender-inclusive restrooms on all campuses, required PD for staff and faculty on DEICS matters
 - 7. I am a broken record... but I really want to see us become a VISIBLY inclusive campus which means radically updating the website to have a forward facing page similar to UAF's pages (DEICS focused)
 - 8. increased accessibility on website
 - 9. increased ways to see the populations our campus connects to
 - 10. mandatory trainings
 - 11. increased reporting on diversity
 - 12. I want current and future students to see themselves here.
 - 13. I'm not sure how to make this actionable...I would like to find a way to change the colonialized nature of the university, especially in light of a Chancellor change, that has the potential to change the direction of the university. That new person has gone through, and risen to the top, of a system that shows bias to marginalized people.
 - 14. The idea of an orientation focused on Southeast culture, to include things like history, language (pronunciation for indigenous languages, especially), but make it more than a training. Make it a year-long reading group that would meet monthly. (for new employees, faculty included)
 - 15. I really would like to see a clear way to report and clear expectations and or consequences
 - 16. I'd like to see the cultural class created. Cultural climate assessments created. Equitable faculty evaluation processes
 - 17. UAS Indigenous Recognition: <https://youtu.be/3aOrqU2d1gM>
 - 18. Equity Statement from all campus directors and upper leadership (if it doesn't already exist)

- iii. Lori: Thought Allison Krein said they were working on putting a new header on the website. The web team would be up for developing something but they will ask who owns the content. Lori is willing to draft a structure that this committee could look at.
- iv. Carin: Send it to the website subcommittee, would prefer it did not use the language “safety” and instead use inclusivity, belonging - look at UAF’s website. Emphasize that everyone is valued and wanted here.
 - 1. <https://uaf.edu/diversity/>
- v. Jay: Have some high level priorities and low-hanging fruit as well
- vi. X’unei: There are things we can get to right away, and some are harder to tackle (systemic issues)
- vii. X’unei: Establishing an annual calendar would be useful. For example, fall harvest=hold a public meeting and harvest ideas from people. Communicate priorities to Chancellor and Chancellor can hold a meeting or send on report.
- viii. Math: Do we want to push to have these done in the next month or give ourselves no time?
- ix. Carin: Do we have a list of action items that we developed last year to build on? Likes the idea of priorities.
 - 1. [Fall 2021 - Spring 2022 Summary](#)
- x. Jay: [Action Plan Subcommittee Meeting 1, May 26, 2022.docx](#)
- xi. X’unei: Let’s develop the process first. SafeZone training should be one of the priorities. Can take a look at the priorities documents and start to put something together
- xii. Math: Let’s have a priorities workgroup?
- xiii. Carin: Action item committee could become priorities subcommittee instead
 - 1. Jay and Courtney agree

5. **Subcommittees & Workgroups** (Google Drive [link](#))

- a. Subcommittee descriptions, updates, and visions for the near future:
 - i. **Bylaws** (co-chair: Kimberly, co-chair: John)
 - 1. John: Section 6 Item B: Meetings - Everyone please review bylaws and suggest changes if you see anything you’d like to change.
 - 2. [Approved Bylaws \[8.26.22\]](#)
 - ii. **Campus Climate** (X’unei, chair: Melissa, Jamison)
 - 1. Melissa: Priorities include reporting of discrimination. Adding a link to the Student Services page is recommended. Ensuring that place represents people. Researched how to assess the climate on campus - National Institute for Transformation and Equity offers this.
 - 2. Math: Please feel free to get ahold of Title III Team on the Sitka Campus, we have collected some of this data
 - ~~iii. **Action Plan** (Jay, chair: Carin, Courtney)~~
 - iv. **Priorities** (Jay, chair: Carin, Courtney, X’unei)
 - v. **Cultural Class Requirements** (chair: X’unei, Louisa, Melissa)

1. **X'unei:** We have two courses in our catalog that address DEI at all, they probably need to be updated. We need to standardize content and approach for this.
- vi. **Website** (Lori, Carin, X'unei, chair: Davina)
- vii. **Faculty Handbook Review Subcommittee** (chair: Math, Jay, John, Melissa, X'unei, Carin, Colleen)
 1. **Math:** We have met and looked at faculty and adjunct handbooks. Each month we will submit a few explicit changes to Faculty Senate.
- viii. **DIRT(?)** (Lori Klein, Math Trafton, Jay Szczepanski, X'unei)
- b. Workgroup descriptions, updates, and visions for the near future:
 - i.
 - c. **Decision:** In future meetings, should this section be moved up above "Discussion Items"?

6. Discussion Items for Future Meetings

- a. New subcommittees?
- b. New workgroups?
- c.