

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

**Friday 9/8/23, 10:00am - 12:00pm**

☀ Meeting Agenda **with Minutes** ☀

[DEICS Webpage](#)

[DEICS Shared Google Drive](#)

Last month's (April's) meeting [Agenda](#) and [Agenda with Minutes](#)

This meeting [without Minutes](#)

This meeting's [Video Recording](#)

**In Attendance** (quorum is 6, with 11 total voting members presently):

- Grace Roller, Math Trafton, Melissa Dolese, John Ingman, Jay Szczepanski, Carin Silkaitis, Davina Cole, Kailey Pritzl
  - Roughly 30 minutes late: Colleen Ianuzzi and Nathan Bodenstadt

**Not in Attendance:**

- X'unei Twitchell, Louisa Cryan

**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.
  - a. At any time, any committee members can add a request to discuss, rethink, and/or revise this statement during our meetings
2. **Agenda Business and Logistics**
  - a. Volunteer to take notes? (**Transcribed in red commentary in list sub-items below**)
  - b. Consent to record meeting?
    - i. This committee does not fall within OMA (Open Meetings Act) since all members are employees; however, recordings are still subject to public records request.
3. **Guests**
  - a. *None*
4. **Important Updates or Announcements**

- a. *{Carin} New Science Building has gotten BOR approval to have an original Lingit (not translated): Aak'w Ta Hit*
  - i. *There's been some momentum for having more Lingit names*
    - *E.g., The Anderson faculty next door has requested that their building name be changed. The name change committee voted to rename the Anderson building to: Gax Hini Ta Hit (sp?)*
- b. Other?

## 5. Discussion Items

- a. Committee membership & participation
  - i. Committee Member Introduction
    - New member (Grace Roller, Sitka faculty rep)
    - Vacant positions (staff co-chair, Ketchikan staff rep, student rep-*Nathan working on student gov rep*, VC of enrollment & student affairs)
  - ii. Verify your information is correct on the [roster](#)
  - iii. Decisions to be made later this year:
    - Determine a standard term length for members- *effectively balance longevity and limit onboarding via turnover in positions*
    - Determine process for SC & FS appointees (and co-chairs)
- b. DEICS Google Drive access to Chancellor Palmer?
  - i. *Table for now-no motion to vote; Chancellor in attendance next meeting for first hour*
- c. Review [AY23 DEICS Annual Report](#)
  - i. Questions?
    - *Page 3 discussion-goal 2 & 3 not exactly accurate for recruitment, lack of clarity for advisory component-just pushing things through or if there's an action component to expand on during Chancellor transition*
    - *Chancellor Palmer wants to be hands off as committee decides components going forward but will contribute guidance when asked*
  - ii. **Recommendations to Committee Structure** (pages 12-13): In response to our recommendations, Chancellor Palmer would like us to develop a new charge and set of *goals* (or *outcomes* or *guiding principles* or *values*). These should be measurable. It is up to us to determine the right balance between playing more of an *advisory* role and playing more of an *action-oriented* role. (The chancellor is very receptive to recommendations and would love us to have the freedom to do our own work without her interference, but she's also happy to provide guidance when we'd like it.)
    - *Our group is less effective when we don't have any power to follow through with our recommendations*
      - a. *E.g., barriers to website redesign (there may have been barriers in this particular area due to website management staffing turnover, as well as the fact that the website subcommittee could not meet as regularly)*

- We decided to request regular meetings with chancellor to ensure communication and thoroughness in our advisory role
  - a. We could increasingly ask for more permissions for authority
- Given that we don't have any examples of truly action-oriented priorities (that don't play some degree of advisory recommendations), we decided to reframe the current charge to emphasize our **advisory** role
  - a. We would suggest that we offer our advice and recommendations not only to chancellor directly but also to other bodies and entities
  - b. It can be a committee priority to expand its authority and autonomy in future years as the university shifts in ways that allow more direct permissions
- We decided to frame the action-oriented component of our charge via the way we provide specific suggested content in our recommendations
  - a. There is a difference between identifying needs and supplying specific suggestions (action plan) – and we can enroll others to help complete that task
  - b. In other words, if we identify a problem, we should also present a solution (via an action plan)
- How do we want to develop our **goals, guiding principles, core values**?
  - a. In essence, the current goals are relevant to the work we've been doing (though they could use revised language/framework)
  - b. We decided to combine goals 2 & 3 (unify workforce/faculty)
  - c. Are these university goals or committee goals
    - i. We decided to rephrase the language to clarify that our committee is providing advice and recommendations to ensure the following university goals are met)
- How do we want to operate in our approach to our priorities—decentralized subcommittees or centralized focus?
  - a. The subcommittees were a little much last year; it was hard to pick what work to focus on and to make outside attendance. Also, some efforts overlapped between subcommittees.
  - b. We decided to centralize our work primarily (we could even use breakout rooms)
  - c. Yet we also decided to reserve the space for some subcommittees or a few groups that meet outside
    - i. We decided to retain the Rapid Response Team to act independently and at times without the full consent of the entire committee
    - ii. We decided to retain the functions of the Bylaws Subcommittee instead in terms of a Role
      - 1. This person needs to be selected at the next meeting

iii. *We decided to retain a Faculty Handbook Subcommittee only if continued edits to the Faculty Handbook are a determined as a priority for this year*

1. *Table for this year*

2. *Could be a role as well (problems identified in whole group; solutions ironed out by one person)*

iii. **Recommendations to the Institution** (pages 14-15): Once we have determined our goals/principles/values, we should also identify a number of *projects* or *activities* that we would like to dedicate our committee efforts to—as we outlined in our recommendations last year, this should likely be just one or two large-scale priorities. (Math will suggest that at least one smaller project be related to gathering data—and enhancing data collection methods—to begin measuring some of our committee’s outcomes.)

- *Website redesign*
  - a. *Low-hanging fruit*
- *Institutional DEI statements*
  - a. *Fits into DEICS mission*
- *Required DEI statements applicants for new employees*
  - a. *Carin has developed a statement on cultural diversity that has been increasingly distributed and has garnered interest at statewide*
  - b. *Our university does not track demographics of applicants (or retention rates)*
  - c. *Our university is also limited in gender selection options on enrollment forms*
  - d. *We may want to require a DEICS statement from all applicants and also have a recommended placement for ads*
- *Faculty Handbook Revisions*
  - a. *Service on DEICS added on list of recommended opportunities in FH (perhaps also service on other committees, e.g., CACANE)*
- *Registration form (e.g., gender boxes)*
  - a. *Nathan talked to Trisha. The form is shared between all three campuses; they can build an entire student record from scratch based only on this registration form. They need this for IPEDS-related data, but they are open to additional fields that can populate Banner. We’ve also worked to change the language from “sex”/”gender” to SAAB—students can also not answer (esp. If they already have a record—but perhaps first-time registrants as well)*
- *Signage updates:*
  - a. *Change bathroom signs to include Lingit and gender-neutral*
- *Revise policy to allow student absences for subsistence-related activities*
  - a. *Could be tough with math classes*

- *Institutionalize DEICS professional development training*
- iv. Chancellor will attend the first half of our next meeting (Friday 9/29, 10-11) to discuss the short-term and long-term direction of this committee. We should have a draft of a new/revised charge and a list of AY24 priorities to share with her by then.
  - Volunteers for polishing thoughts into draft form?

## **6. The Future**

- a. Next meeting time: Friday 9/29 at 10:00am-12:00pm
  - i. Chancellor Palmer will attend roughly 10:00am-11:00am
- b. *Math will compile the above determinations to redraft the committee's charge and goals. He will also organize the list of all suggested priorities for AY24, in no particular order. Next week, he'll send this draft material out to the committee to review and comment on (via Google Doc). Following consensus to that first draft, we, along with the chancellor, will review all of these proposed elements of our vision for AY24 during the next meeting—and following that discussion, we can begin work on our first priorit(y)(ies).*