DEICS Committee Webpage
DEICS Committee Shared Google Drive
Last month's (10/27/23) meeting Agenda (meeting canceled due to failure to meet quorum)
This meeting without Minutes
This meeting's Video Recording

In Attendance (quorum is 8, with 15 total voting members):
- Math Trafton, Kimberly Matsuura, Grace Roller, Clair Fitzpatrick, JoMarie Alba, Melissa Dolese, Colleen Ianuzzi, John Ingman, Davina Cole, Almería Alcantra, Nathan Bodenstadt, X̱'unei Twitchell, (Louisa Cryan, non-voting)

Not in Attendance:
- Kailey Pritzl, Jay Szczepanski, Carin Silkaitis

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. Consent to record meeting? (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. We reached out to Mitzi Anderson, the new director of the Office of Equity and Compliance; we hope to invite her to a brief introduction at a future meeting.

4. **Important Updates or Announcements**
   a. Welcome, JoMarie!
   b. Restroom signs on Sitka campus (Sháa & Ḵáax'w). Kudos to John!

<ol type="i">
John anonymously printed new signs to place in the labels for all restrooms on campus

5. Discussion Items
<ol type="a">
It is important to start defining ourselves not as DEICS, but as the DEICS *committee* (or even CACDEICS or CAC-DEICS?)
<ol type="i">
A lot of the time, we define ourselves simply as "DEICS," but especially as we are starting to develop a DEICS framework for the university overall (not necessarily directly related to our committee)
X̱'unei: There was a similar conversation with CACANE. These two committees should not be called "Chancellor Advisory's Committee" and instead be "The University's Committee on ____" (to step around the hierarchy). It is a problem to report to one single person with these issues—a systemic issue should be system-wide

Nathan: If we want to change our name, we could simply be the DEICS committee.
Math: Changing our reporting structure is part of a larger conversation to change the committee structure we determined at the start of this academic year. We can get in touch with the chancellor.
We can add this restructure recommendation to our annual report to be reflected starting AY25

X̱'unei: We may also just want to not abbreviate the committee, as some of the power is lost when we reduce words to an abbreviation.

Should we include member information (names, pronouns, title, email, phone, photo, etc.) on the <u>DEICS committee webpage</u>? (Currently, there is only a position but no identities… compare to <u>CACANE committee webpage</u>, at bottom)
<ol type="i">
X̱'unei: Include a "safe-zone certified" or other badges/images on individuals' profile pages (discuss later in meeting during Website Redesign)
Add directory profiles: add link to individual profile page and job title and photo

Approval to post minutes for AY24 <u>first (9/8)</u> and <u>second (9/29)</u> and <u>third (10/27)</u> meetings?
<ol type="i">
Vote: approval with majority.
Math will be touch with Jennifer Gross to post these minutes/agenda (in addition to requesting update of charge, priorities, and the directory info)

<u>Bylaws</u> update regarding selection of co-chairs (see comments made by John on 10/2)
<ol type="i">
Section V.A.1: "Faculty Co-chair (1)" & "Staff Co-chair (1)" (i.e., not appointed by Faculty Senate or Staff Council).
Section V.A.3: "Both Faculty Co-Chair and Staff Co-Chair will be appointed by the Chancellor, with input from Faculty Senate (Faculty Co-Chair), Staff Council (Staff Co-Chair), and the current members of the DEICS Committee."
Vote: approved with majority (8 votes)

Determine roles:
<ol type="i">
Rapid Response Team (team to write responses to issues that come up in the UAS and/or regional community)

1. Clair and Math volunteered as interim members 9/29 to 10/27 (extended to 11/17)
2. Need permanent AY24 volunteers
   a. Clair is willing to serve but is not 100% comfortable with taking the lead
   b. X̱'unei volunteered to serve
   c. Melissa volunteered to serve
   d. For now, we will keep these three members as the core of the team. The full committee will continue to work to support this team as well. (No opposition.)
   e. Math volunteered to liaise and work between the team and the whole committee or other bodies.

ii. CACANE Coordination
1. DEICS committee co-chairs are currently in coordination with leaders from CACANE and DOS (Decolonizing Our Spaces professional learning community) to meet regularly and coordinate efforts. First joint meeting is Friday 12/1/23, 11:00am-12:00pm.
   a. (No comments.)
2. Do we also want an additional designated ambassador to CACANE to liaise between committees, to specifically represent DEICS at CACANE meetings and to present short updates/reports of CACANE meetings at our DEICS meetings? (X̱'unei's role in DEICS is CACANE rep, but Nathan and Davina are also both on CACANE too)
   a. X̱'unei: adding another would be good
   b. Nathan: the chancellor is looking to revive a workgroup looking at strategic retention (our committee should keep an eye on this). The previous version of this disbanded in roughly 2019ish.
   c. Math: should we add a dedicated CACANE space during our meeting for CACANE members and/or co-chairs to provide updates
   d. X̱'unei: we should also have regularly calendared meetings with different groups

f. **AY24 Priority #1**: Committee Restructure (done!)
g. **AY24 Priority #2**: Website Redesign (new folder in Priorities folder in shared drive).
   i. Review process. The goal is to make formal action-oriented recommendations for updating the website, ideally by the end of December or beginning of January. Recommended edits are currently being tracked on the Draft Recommendations for UAS Website Design spreadsheet.
   ii. Review the results of Website Revision Survey
      1. (No comments.)
   iii. Conversation around revisions to the UAS website overall (1st tab of Draft Recommendations Spreadsheet)
      1. X̱'unei: There's a lot of turnover in the Title IX, which is concerning because there's little institutional history. It's a strange pun to say

"Know [No?] Where to Go." We should meet with the new director to see if they have perspective on our work and to see if we have any recommendations for that office. Perhaps the director of the Office of Equity and Compliance could be a permanent member or an ad hoc member.

     a. Nathan: Mitzi has done a lot to get to know the players at UAS. She has a background different from many of the predecessors in that role (many predecessors had background in law, enforcement, investigation, etc.). Mitzi has a background more in advocacy. We need to really emphasize their work on "compliance" (so much federal and state regulation to comply with that it significantly impacts the equity work they want to do). Even the preventative programming is tied to a compliance requirement to do that programming, which gives the office a very different mission than some of us who are interested in the ideals without the mandate). Mitzi has been working to humanize the office, which is more her background. (Previous turnover is related to how taxing the position is and how little the pay is compared to similar work outside of the university area.)

     b. Clair: she has talked to Mitzi directly and has found her great to work with.

     c. JoMarie: would it be beneficial for a one-on-one meeting with Mitzi? And then invite her to a committee meeting. Mitzi has been great to work with.

          i. **Decision**: the co-chairs will suggest a one-on-one meeting first

2. We went through the list, item-by-item, and individual members have volunteered to polish up items by our next meeting (12/15) so it's ready to present to the chancellor

    iv. Conversation around the creation of a new UAS DEICS page (2nd tab of Draft Recommendations spreadsheet)

      1. We'll use the second tab as internal list of suggestions and then turn that into a sandbox webpage draft

      2. Volunteers for sandbox DEICS website draft development: **Kimberly** (will coordinate), Grace, Louisa, Melissa (and X̱'unei for review)

    v. Assign committee members specific departments they can reach out to to request additional input on DEICS revisions on their corner of the website?

      1. Almería: it's important that we reach out to many different groups and departments who might have shared visions

      2. JoMarie: happy to meet with Almería to look at the list and come up with some priorities

6. **The Future**

a. Next meeting time: Friday 12/15 at 10:00am-12:00pm
b. **Upcoming schedule for website revision priority**:
    i. During the November meeting:
        1. The committee reviewed the new additions to the website revision recommendations spreadsheet (first tab) and individual committee members volunteered to polish up items to be ready to be sent to the chancellor for review.
        2. A new workgroup was formed (Kimberly, Grace, Louisa, and Melissa) to review suggestions on the new UAS DEICS page spreadsheet (2nd tab) and form a new sandbox Google doc with specific language for a new page.
    ii. By the December meeting:
        1. Those individual committee members who have signed up to polish items from the website revision recommendations spreadsheet will complete all necessary fields within a specific, detailed, concrete, and professional framework, ready to be sent off to the chancellor for review.
        2. Almería and JoMarie will meet to go through the department list and come up with a list of potential groups to reach out to for a conversation about updating their webpages.
    iii. During the December meeting:
        1. Individual committee members will sign up for department(s) they want to reach out to.
    iv. By the January meeting:
        1. Those individual committee members who signed up for departmental outreach will now reach out to those departments and ask them to conduct an audit of their webpages and come up with recommendations where their promotion of DEICS values could be improved—and add those items to the recommendations spreadsheet.
    v. During the January meeting:
        1. The committee will review the new additions to the recommendations spreadsheet, and individual committee members will volunteer to polish up items to be ready to be sent to the chancellor for review.
    vi. By the February meeting:
        1. Those individual committee members who have signed up to polish items from the website revision recommendations spreadsheet will complete all necessary fields within a specific, detailed, concrete, and professional framework, ready to be sent off to the chancellor for review.
c. **Reminders of who signed up for what for the next meeting**:
    i. For polishing the Draft Recommendations for UAS Website Revision spreadsheet, to complete all necessary fields within a specific, detailed, concrete, and professional framework, ready to be sent off to the chancellor for review:
        1. Louisa: Item #1 (link to equity site on homepage)
        2. X̱'unei & Clair: Item #2 (enhance campus map section on homepage)

3. Colleen: Item #3 (add links under the "Life at UAS" menu at the top of the homepage)—perhaps with support from Grace & Math
4. JoMarie: Item #4 (incorporate Indigenous language prominently on homepages for each campus)
5. Math: Item #5 (enhance diversity in Sitka campus homepage) & Item #7 (research "Chat" feature) & Item #8 (ask Web Design team if they do any audits of accessibility of the website to see if we can coordinate with them)
6. Kimberly: Item #6 (add a pronoun column on the UAS Personnel directory) & Item #9 (Introduce badges on employee pages)
7. Clair: Item #10 (Check with Bill Urquhart and Priscilla Schulte about creating Title III and Anchor grant webpages)

ii. For the new UAS DEICS page:
1. Kimberly, Grace, Louisa, Melissa, and X̱'unei: Find time(s) to meet and develop a new sandbox Google Doc with draft language/format for a new UAS page on the university's commitment to DEICS principles (which is a separate page than the DEICS committee webpage, which simply tracks who we are and what we are doing).

iii. For outreach for input on website redesign from other UAS groups/departments:
1. Almería & JoMarie: Find time(s) to meet and review the list of all "departments" at UAS, then identify (perhaps in rank or tiers) which groups would be best for our committee to reach out with a request for a DEICS audit of their webpage to enhance their articulation of their values.

d. **Save room to discuss for next time**:
i. A potential restructure of the committee's reporting (from simply to the chancellor to something more systemic)
ii. A processes for consultation with tribes for Title III grant work
iii. Creation of a list of every tribe and corporation that is readily available