

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

Zoom Invitation Link:

Friday 2/23/24, 10:00am - 12:00pm

☀ Meeting Agenda with Minutes ☀

[DEICS Committee Webpage](#)

[DEICS Committee Shared Google Drive](#)

Last month's (1/26/24) meeting [Agenda](#) and [Agenda with Minutes](#)

This meeting [without Minutes](#)

In Attendance (quorum is 8, with 14 total voting members):

- Jay Szczepanski, Kimberly Matsuura, Math Trafton, Colleen Ianuzzi, John Ingman, JoMarie Alba, Melissa Dolese, Davina Cole, Carin Silkaitis, Louisa Cryan (non-voting)

Not in Attendance:

- Kailey Pritzl, Grace Roller, X'unei Twitchell, Almería Alcantra, Devin Tatro

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?
 - i. *No recording available for this meeting*
- 3. Guests**
 - a. None
- 4. Important Updates or Announcements**
 - a. Shoutout to Chancellor Palmer
 - b. Grace: [Project Implicit](#) & [Think Cultural Health](#)
 - c. Carin: ["Presidents Organize to Defend DEI"](#) (*Chronicle*)
 - d. CACANE Updates - *Math and Kimberly met with CACANE on February 9th*

5. Discussion Items

a. **Change in our UAS DEICS Committee Membership**

- i. Ketchikan Staff Representative - *Received an email from staff council to add Angie Goffredi as staff representative*
- ii. What are your intentions for AY25 (column H of [committee roster](#))?
Replacement for Jay Szczepanski Juneau faculty Senate rep and Xiaofei Song for Colleen Ketchikan faculty rep
- iii. Volunteers for Staff Co-Chair or Faculty Co-Chair? *No one volunteered as of yet.*

b. **DEICS Committee Annual Retreat** (Friday 3/29, 9-5pm)

- i. Determine [Agenda](#) - *Davina asked about food allergies and food options. Carin and Davina have worked together to get the agenda done along with other details. Housing for Ketchikan folks will be in the guest apartment.*
- ii. *During retreat two memo groups*
- iii. *Review previous meeting agendas with minutes*
- iv. *Brief discussion on next year AY25 priorities:*
 - *possibly evaluate other awards in the UAS system*
- v. *Invite other individuals/groups for any part?*

c. **AY24 Ad-hoc Priority: DEICS Award**

- i. Discuss [considerations](#) and [survey results](#)
- ii. *Volunteer to start brainstorming/research: 80% voted for two or three awards, 80% voted for a 3-5 year period, certificate was a strong vote but varied results for what to do along with award money, bonus vacation days, airline tickets, etc. Votes were at 100% for the chancellor to send out a form to all UAS employees and students to collect nominations, and had varying criteria recommendations. 50% voted for The Sol Neely Award for Excellence in Promoting Diversity, Equity, Inclusion, and Cultural Safety. With all of the above considerations in mind, do you think it's worthwhile for us to pursue this proposal right now? 40% now and 40% to put on next year.*
- iii. *Process Google form for nomination and selection process to make it not so time intensive. Name on form as an option. Campus and Community work, working with students, professional development creation and participation. Nomination period should be within the year. Thought to have a nominee to write their own narrative as to why they deserve the award and accept the nomination? Or maybe contact the top 3 finalists and have them write something if they are interested in accepting an*

award. If we reach out to the nominee, we could possibly get more information from them. Possibility of self-nomination?

- iv. *Moving forward with sending a memo regarding the award now to the chancellor adding some details about the criteria and process. Davina is volunteering to work with Math on writing the memo, Carin also volunteered to look at it as well.*
- d. **AY24 Priority #2: [Website Revision](#)**
 - i. Review [Recommendation Memo](#)
 - ii. *Carin mentioned that before we send the memo out with website recommendation items before sending out the memo to the chancellor.*
 - iii. *Mention that we need to state that “this is a start” and we are aware that there is a push and pull happening in our environment. Noting on page 5 that it is in the UAF strategic plan.*
 - iv. *Recommending Cedar Group*
 - v. *Numbering is good*
 - vi. *Vote was 8 yes to send out next week after the few recommended changes noted. No opposition.*
- e. **AY24 Priority #3: [Revision of Registration Form](#)**
 - i. *Updates from Jay - Trisha and Janelle mentioned to Jay that IPEDS data collection is going to roll out changes and they can't make any changes to the form until IPEDS makes the change.*
 - ii. *Mention of making a note that we are aware that change needs to be done and out of our hands but to look forward to the changes coming. Gender and Race needs to be more expansive on the form.*
 - iii. <https://surveys.nces.ed.gov/ipeds/public/changes-to-the-current-year>
 - iv. *Possibly inviting Trisha Lee to the retreat since she works in the registrar's office and/or Kristine Handley as she does the IPEDS reporting. Math and Kimberly to reach out to Trisha or Kristine and let Carin and Davina know.*
- f. **AY24 Priority #4: [Signage Updates](#)**
 - i. *Volunteer to start brainstorm/research: Bathroom signage is a good place to start*
 - *Badges, stickers like Safe Zone and other types like indigenous safety, ANDORE, hallway signs, Green Dot training,*
 - *Oops ouch (Melissa, Davina, Carin) making a logo and have ready at the retreat!*
 - *Keep in mind that it is expensive to change signage! There is also a protocol to follow with signs.*
- g. **AY24 Priority #5: [DEICS Statements for Employee Applications](#)**

- i. *We need to be careful in moving forward with this because of our current environment. We can't just throw something together. The current ads being sent out have been requested to take things out regarding DEI. This change has happened rapidly at this current time. The President has spoken up at BOR about DEI because of the fact that this is best practice.*
- ii. *Send in the memo a recommendation to ask a DEI question in the interview, and/or use the language when communicating with applicants.*

Meeting adjourned at 12 pm.

6. The Future

- a. Next meeting time: Committee Retreat Friday 3/29, 9:00am - 5:00pm