

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

**Friday 1/27/23, 11:00am - 1:00pm**

☀ **Meeting Agenda** ☀

[DEICS Webpage](#)

[DEICS Shared Google Drive](#)

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

This meeting [with Minutes](#)

This meeting's [Video Recording](#)

**In Attendance** (quorum is 7, with 13 total voting members):

- Math Trafton, Jamison Lednum, Jay Szczepanski, John Ingman, Courtney MacArthur, Carin Silkaitis (first 30 minutes), Colleen Ianuzzi, Davina Cole, Melissa Dolese (last 90 minutes)

**Not in Attendance:**

- Lori Klein, Kimberly Matsuura, X'unei Lance Twitchell, Nathan Bodenstadt, 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.
2. **Agenda Business and Logistics**
  - a. Consent to record meeting?
3. **Important Updates or Announcements**
  - a. Final DEICS website: <https://uas.alaska.edu/chancellor/councils-committees/DEICS/>
  - b. Results of recent survey: <https://forms.gle/erGRjicEwYKH5fkm7>
  - c. Other?
4. **Discussion Items**
  - a. Changes in [committee](#) membership?
    - i. New term assistant professor of Indigenous Studies on Sitka campus
  - b. DEICS Retreat
    - i. Proposed: Friday 3/31 (same-day travel for Sitka & Ketchikan members)
    - ii. Topics (from survey)

- **Work on priorities (8)**; draft annual report (7); review year's challenges/achievements (4); subcommittee work (4); AY24 priorities (1)
- Suggestion to consider environmental sustainability with retreats

>>> Pause to skip ahead to Antidiscrimination Training (to include Carin before they have to leave)

- c. Chancellor search: should our committee write a memo to the search committee with our perspective (i.e., positions on candidates, concerns, etc.)?
  - i. Google survey for all committee members?
  - ii. Brief meeting following final candidate's departure (2/10?)
- d. UAS Student Registration form (accessible [here](#))
  - i. See [last month's minutes](#) for Nathan's update
- e. Additional membership (from survey)
  - i. Include new interested parties?

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

\*\*Review subcommittee membership & leads

\*\*Review survey results

- a. **Antidiscrimination Training** (Kimberly, Melissa, Lori, Courtney, Carin {when possible})
  - i. Review subcommittee membership & leads
    - Volunteers:
  - ii. Updates
    - This semester: Carin to conduct a training "Courageous Space Antiracism/Bystander Training" 3:00-4:30pm on Friday 3/24
      - a. Courageous Space: Antiracism/Bystander Overview **Friday, March 24th from 3-4:30pm over Zoom**
    - Future/long-term
      - a. Need to hire out since Carin is only known certified trainer
      - b. Info gathering from UAA and UAF
        - i. UAA
        - ii. UAF
- b. **Bylaws** (co-chair: Kimberly, co-chair: John)
  - i. Review subcommittee membership & leads
    - **temporary hold (5)**; probably keep (2); abstain (3)
  - ii. Review survey results
  - iii. Updates
    - Bylaws Subcommittee reviewed large group meeting notes and found no changes and no additional discussion were needed. Because of this the subcommittee did not meet in January.
- c. **Campus Climate** (chair: Melissa, X'unei, Jamison)
  - i. Review subcommittee membership & leads
  - ii. Review survey results

- disband (1); temporary hold (1); **probably keep (4)**; absolutely keep (1); no vote (3)
- d. **Cultural Class Requirements** (chair: X'unei, Louisa, Melissa)
  - i. Review subcommittee membership & leads
  - ii. Review survey results
    - temporary hold (1); probably keep (1); **absolutely keep (4)**; no vote (4)
    - Suggestion to combine with Campus Climate subcommittee
- e. **Website** (chair: Davina, Carin, X'unei, Lori)
  - i. Review subcommittee membership & leads
  - ii. Review survey results
    - disband (1); temporary hold (1); **probably keep (5)**; absolutely keep (2); no vote (1)
- f. **Faculty Handbook Review Subcommittee** (chair: Math, Jay, John, Melissa, X'unei, Carin, Colleen)
  - i. Review subcommittee membership & leads
  - ii. Review survey results
    - temporary hold (2); **probably keep (5)**; absolutely keep (1); no vote (2)
  - iii. Updates
    - [Proposed November Faculty Handbook Edits](#)
      - a. To modify the teaching evaluation criteria to allow credit for DEI efforts
      - b. To modify the professional development evaluation criteria to allow credit for DEI efforts
      - c. To modify the definition of “specific identifying reference” to allow a broader range of accepted material for faculty the evaluation process
      - d. First review during FS meeting on February 2/3
    - October proposals passed
      - a. Exception: encouragement for antidiscrimination training—senators are aware it’s under development; don’t need a vote to continue to develop it; don’t need it in FH for it to be offered; wait until it’s run & we get feedback
      - b. There was some pushback from certain faculty members with concerns of reverse discrimination and including gender nonbinaries.
- g. **Discrimination Rapid Response Team** (chair: Lori, X'unei, Jay, Math)
  - i. Review subcommittee membership & leads
  - ii. Review survey results
    - probably keep (3); **absolutely keep (6)**; no vote (1)
  - iii. Updates
    - [Memo](#) to SC, FS, SG re. Chair Buretta’s response to DEICS letter
      - a. Memo shared with SC (will soon be shared with FS)
      - b. Concerns from SC members:

- i. Buretta's response doesn't explicitly confirm Anderson's discrimination
  - ii. Most recent letter felt rushed with inaccurate content designed to manipulate emotion
- c. DEICS representative invited to SC meeting on Wednesday 3/1 meeting (9:30-10:30am) to explain: summary of context, what makes it a targeted attack, and who brought it to the committee's attention (updated: invitation deferred to March meeting, was originally for February.)

**6. The Future**

- a. Next meeting time:
  - i. Friday 2/24, 11a-1p
- b. Discussion items for next meeting:
  - i.