

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

Zoom Invitation Link:

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

Friday 8/26/22, 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):

- Math Trafton, Jamison Lednum, Courtney MacArthur, Melissa Dolese, Jay Szczepanski, Colleen Ianuzzi, John Ingman, Kimberly Matsuura, Davina Cole, X'unei Twitchell
- For first part: Jennifer Ward (Faculty Senate President), Jon Lasinski (Staff Council President)

Not in Attendance:

- Lori Klein, Carin Silkaitis, 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. Determine meeting notetaker **Courtney**
 - b. Consent to record meeting? **Consent was given**
- 3. Important Updates or Announcements** {15 minutes}
 - a. Introduction from Staff Council President, Jon Lasinski
 - i. **Jon introduced himself and expressed support for DEICS.**
 - b. Introduction from Faculty Senate President, Jen Ward
 - i. **Jennifer introduced herself. She is on the Chancellor's search committee. She offered time on the faculty senate agenda for DEICS updates.**
 - ii. **X'unei expressed some thoughts on how to infuse the DEICS efforts into the institution. One idea is a more visible webpage with more content. There could be more accountability for being culturally competent and effort to learn about**

other perspectives. A joint meeting with leadership every semester could help. Space and time needs to be prioritized for these efforts. Focusing on a few institution-wide goals would be helpful.

- c. A note from Dean Silkaitis
 - i. Big thanks to John for creating the video for how to add pronouns to Zoom.
 - 1. Dorm story from Carin - met student(s) that expressed appreciation for them asking pronouns, and appreciate the welcoming queer-friendly environment.
- d. Other?
 - i. [CACANE Priorities](#)

4. Discussion Items

- a. **Membership** ([full committee roster](#)) {30 minutes}
 - i. New committee members:
 - 1. Staff Co-Chair: *Courtney MacArthur*
 - 2. Juneau Council Appointee: *Davina Cole*
 - 3. Ketchikan Council Appointee: *Colleen Ianuzzi*
 - 4. Student Government Appointee: *Jamison Lednum*
 - 5. New committee members should review [committee bylaws](#)
 - ii. Vacant positions:
 - 1. UAS Disability Services (formerly represented by Jackie Wilson)
 - a. Math contacted the Chancellor to fill this position
 - iii. Member introductions for entire committee
 - 1. Math (he/him)
 - 2. Courtney (she/her)
 - 3. John (he/him)
 - 4. Colleen (she/her)
 - 5. Kimberly (she/her)
 - 6. Davina (she/her)
 - 7. Jamison (he/him)
 - 8. Melissa (she/her)
 - 9. X'unei (hú/du/he/him)
 - 10. Jay (he/him)
 - iv. Potential adjustments to membership (requires 2/3 vote)
 - 1. **Decision:** Should we have a Sitka campus faculty representative?
 - a. X'unei weighed in on the pros and cons, Kimberly mentioned that it could be helpful to quorum
 - b. X'unei moved to amend the bylaws to 14 voting members to include a Sitka faculty position, Jay seconded
 - c. Voted by red/green indicator, and a majority voted in favor
 - 2. **Decision:** Should we allow for Student Government representation from all campuses?
 - a. Sitka campus trying to start student govt again, not sure about Ketchikan

- b. Jamison expressed support for adding Sitka and Ketchikan reps
 - c. X'unei mentioned it would get us to 16 voting members making quorum 8
 - d. Math suggested tabling until Dec or Jan
 - e. X'unei suggested we invite them as guests first
 - 3. **Decision:** Should we extend a non-voting invitation to Staff Council and Faculty Senate presidents?
 - a. Kimberly suggested limiting it to one meeting per semester and keeping the drive accessible to DEICS members
 - b. X'unei suggested having a structure for meeting formats throughout the semester, CACANE is doing this. X'unei also mentioned picking up the discussion on community feast again. Math added it to the Sept meeting agenda.
 - c. Let's align our priorities in Sept meeting and invite leadership in to the Oct meeting to communicate those.
 - i. [AY21 Priorities](#)
 - d. Voted by red/green indicator, and everyone voted in favor
- b. **AY22-23 DEICS Meeting Scheduling** {5 minutes}
 - i. **Decision:** Do we need to adjust the time and/or frequency of DEICS meetings or maintain fourth Friday of the month 11am - 1pm?
 - 1. Keeping the same day and time
- c. **DEICS Retreat** {10 minutes}
 - i. **Decision:** Should we continue to consider planning a DEICS retreat for AY22-23? **Voted by red/green indicator, and a majority voted in favor**
 - 1. **Decision:** What are some potential dates?
 - a. Jay: earlier is better, Davina: spring break, Colleen: not before Dec
 - b. Friday could work
 - 2. **Decision:** What are some potential agenda items?
 - a. How do we create a process for folks to report concerns to us, perhaps anonymously
- d. **Committee Reporting** {15 minutes}
 - i. Status of S22 report?
 - 1. Report wasn't sent out, Math will touch base with Chancellor to see if she wants us to put something together
 - ii. **Decision:** Determine schedule and method of reporting to the chancellor
 - 1. CACANE is required to post minutes on website, we may want to do this. Math added to Sept agenda.
 - 2. Right now bylaws say committee chairs are responsible for reporting to chancellor, Bylaw subcommittee and Website subcommittee may need to work together on this if we post minutes on website.

3. **X'unei:** Office of Equity and Compliance could report. There is an annual affirmative action report. We can add to priorities that a report comes out of chancellor's office. We can also identify other committees, student groups, etc. that are stakeholders and figure out how we are working with them.
 4. **Math:** we can send out a memo that includes priorities and activities. We can aim for a Dec report.
 5. **Courtney and Math can be responsible for drafting report**
- iii. **Decision:** Determine schedule and method of reporting to the Staff Council and the Faculty Senate
1. **Co-chairs will report to liaisons assigned to this committee**
5. **Subcommittees & Workgroups** (Google Drive [link](#)) {45 minutes}
- a. Subcommittee descriptions, updates, and visions for the near future:
 - i. **Bylaws Subcommittee:** A subcommittee to investigate and make recommendations to the Committee on changes or additions/subtractions to the bylaws; whether and how the Committee governance should be structured differently than bylaws and Robert's Rules-type meeting structures; whether bylaws should expire and be revisited on a cyclical basis and, if so when; rules and roles for appointing officers and members; etc.
 1. **John gave overview of subcommittee**
 - ii. **Campus Climate Subcommittee:** A subcommittee to investigate and make recommendations to the Committee about things that can be done to improve the "Campus Climate" around issues of DEICS, such as changes or additions to the website; changes/additions/creation of campus physical spaces; messaging the campus can engage in; etc.
 1. **X'unei gave overview of subcommittee**
 - iii. **Action Plan Subcommittee:** A subcommittee to investigate and make recommendations to the Committee about what items the Committee should take up for action, and can include, for example, culturally inclusive items such as recruitment and retention; strategic planning; how to create connections with partners for UAS to advance its DEICS goals; developing a possible DEICS expanded commitment statement for UAS; etc.
 1. **Jay gave overview of subcommittee**
 - iv. **Cultural Class Requirements Subcommittee:** A subcommittee to investigate and make recommendations to the Committee on the idea of proposing UAS have a mandatory cultural class requirement for students, faculty, and staff, which addresses elements of DEICS, which also could incorporate Alaska Native history/heritage and/or language; etc.
 1. **X'unei gave overview of subcommittee**
 - v. **Website Subcommittee:** A subcommittee to investigate and make recommendations to the Committee on the DEICS website, what information should be public-facing, and what information, if any, may, should, or is required to be confidential.

- 1. **Math gave overview of subcommittee**
 - vi. **Faculty Handbook Review Subcommittee:** A subcommittee to review the UAS Full-Time Faculty Handbook and the Adjunct Faculty Handbook to find potential areas for improvement in the way of diversity, equity, inclusion, and cultural safety, and then to make a list of recommended changes to the Faculty Senate's Faculty Handbook committee.
 - 1. **Math gave overview of subcommittee**
- b. Workgroup descriptions, updates, and visions for the near future:
 - i. [completed] **Decolonizing Our Spaces PLC:** Decolonizing Our Spaces is a group for all UAS staff, faculty, and administrators who have decided to commit to actively transforming our institution into a more equitable and inclusive space. This learning community will provide support for participants as they experiment with implementing a variety of new strategies via concrete actions, large and small, in their everyday practices in order to promote the decolonization of our university. Participants should be willing to commit to regularly attending the fall semester sessions, which will be scheduled for one hour every two weeks, starting the first full week in September. While some meeting time will be devoted to large-group sharing of resources such as reading material, videos, or short presentations, most of the time will be spent in small groups, where participants will reflect on their practices, share their experiences of implementing previous ideas, and offer support and new ideas for their peers.
- c. Member & chair assignment for subcommittees and/or workgroups
 - i. **Bylaws** (Kimberly, John)
 - 1. **Both are staying and will be co-chairs**
 - ii. **Campus Climate** (X'unei, Melissa)
 - 1. **Both are staying and Jamison will join. Melissa will chair.**
 - iii. **Action Plan** (Jay, Carin)
 - 1. **Jay will stay and Courtney will join. Will ask if Carin wants to chair.**
 - iv. **Cultural Class Requirements** (X'unei, Louisa, Jay, Melissa)
 - 1. **X'unei and Melissa are staying, X'unei will chair.**
 - v. **Website** (Carin)
 - 1. **X'unei and Davina will join. Davina will chair.**
 - vi. **Faculty Handbook Review Subcommittee** (Math, Jay, John, Melissa, X'unei, Carin)
 - 1. **Math, Melissa, Jay, John and X'unei will stay. Colleen will check and see if there is a conflict with her serving here. Math will chair.**

1. Discussion Items for Future Meetings

- a. New subcommittees?
- b. New workgroups?
- c. Discussion Items for next meeting:
 - i. Community Feast
 - 1. See notes from [20022-07-29 meeting](#) (item 4.d): first discussion item in September meeting

- ii. Decide whether we'll post meeting minutes publicly
 - iii. Decide retreat details (first thoughts captured during this meeting)
 - iv. Decide whether we'll ask for a formal annual report coming from the chancellor's office
- d. Use September meeting to determine priorities, then invite institutional leaders (chancellor, provost, SC president, FS president) for October meeting
- e. Build a regular "Bylaws" section into the start of each agenda