

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

Friday 10/28/22, 11:00am - 1:00pm

☀ Meeting Agenda with Minutes ☀

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

- Math Trafton, Courtney MacArthur, Melissa Dolese, Jay Szczepanski, Jamison Lednum, Kimberly Matsuura, Nathan Bodensadt, Louisa Cryan, Colleen Ianuzzi, Davina Cole, X'unei Lance Twitchell, Lori Klein

Not in Attendance:

- John Ingman

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? **Consent given**
3. **Important Updates or Announcements**
 - a. Guest student sharing experiences (Elizah Dominy + Social Justice & Equity of Juneau Student Government) **Elizah shared her experiences, updated on the Student Code of Conduct resolution. A statement of support from DEICS could be helpful to this. Faculty and staff could benefit from a training on anti-discrimination, where they could become certified and display that certification on their webpage and on the class schedule so students know which have had it.**
 - b. New member: Nathan Bodensadt (representing Disability Services)
 - c. Renaming Thanksgiving Break to Fall Break **Renaming efforts are moving forward, Chancellor is on board. Holiday closure is listed as Fall Break in the recent email from Memry Dahl.**
 - d. Training: [Confront & Address Bias Incidents](#) on Campus in an Evolving Legal & Political Landscape – November 14, 2022 **Funds may be available, reach out to your departments or Math and Courtney.**
 - e. Remembering Sol Neely **Nov 12th UAS Juneau is hosting a celebration of life at the Pavilion at 5p, the gofundme for his family is ongoing. His wife and daughter will attend**

on Nov 12th. We could do some extra crisis counseling around this time. An apology from UAS to the Neely family may be in order for discontinuing the Flying University and the Honors program.

- f. Positive experiences to share? **Language revitalization, Indigenous Peoples' Day**
- g. Other? <https://cloud.name-coach.com/>

4. Discussion Items

- a. Reschedule next two meetings:
 - i. Friday 11/25 **11/18**
 - ii. Friday 12/23 **12/16**
- b. Update on DEICS Retreat?
- c. Update on posting meeting material publicly?
 - i. Email from John on 9/23: Committee does not fall within OMA (Open Meetings Act) if all members are employees; recordings subject to public records request.
 - ii. **All members are employees, as student government positions are paid positions.**
 - iii. **Math will connect with Colin to get minutes posted from this academic year. PDFs are not considered accessible, as e-readers cannot always read them.**
- d. Request for an annual report from chancellor's office (table?)
 - i. **Is there a mechanism for us to receive reports from programs in terms of how they are addressing equity, diversity, and cultural safety?**
- e. UAS Student Registration form (accessible [here](#))
 - i. Ethnic ID section is really limited in terms of choices for non-European, non-Alaskan students
 - ii. Samoa is listed but not Tonga
 - iii. There's no "check all that apply" phrasing
 - iv. There's no direct MENA (Middle Eastern & North African) category
 - v. Placement of "International Indigenous" under "White or Other" is awkward
 - vi. There's no "other _____"
 - vii. Gender is limited to only two choices
 - viii. **The term race should perhaps be replaced**
 - ix. **A workgroup would be helpful**
 - x. **We should include the registrar's office in this conversation**
 - xi. **Banner tracks M/F assigned at birth for IPEDS reporting, but we could differentiate between sex assigned at birth and "preferred" gender**
 - xii. **Is gender needed at all on this form?**
 - xiii. **Preferred pronouns could be added**
 - xiv. **Nathan will engage the registrar's office about this**
 - xv. **Melissa shared an [Inclusive Demographic Data Collection](#) sheet for reference**

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

- a. **Bylaws** (co-chair: Kimberly, co-chair: John) **Reviewed minutes for proposed changes and did not see any.**
- b. **Campus Climate** (chair: Melissa, X'unei, Jamison) **Discussed issues of representation. Could bring in someone to do an assessment.**

- c. **Cultural Class Requirements** (chair: X'unei, Louisa, Melissa) **This committee will review the syllabi for the multicultural courses**
- d. **Website** (chair: Davina, Carin, X'unei, Lori)
- e. **Faculty Handbook Review Subcommittee** (chair: Math, Jay, John, Melissa, X'unei, Carin, Colleen)
 - i. [Proposed October Faculty Handbook Edits](#)
 - ii. **It's important that the students do not have to carry the burden of being the "experts" on their particular culture or identity. It is extra labor if a student is continuously tasked with educating all the others on the appropriateness of classroom interactions or curriculum.**
- f. **Discrimination Rapid Response Team** (chair: Lori, X'unei, Jay, Math)
 - i. [Draft Memo to BOR](#) regarding discriminatory comments in September meeting
 - ii. How to proceed?
 - iii. **We should copy the UAS governance groups on this email**
 - iv. **Memo of support to Social Justice & Equity are of Juneau SGA**
- g. **Priorities Development Subcommittee** (chair: Carin, X'unei, Courtney, Jay)
 - i. Balanced focus on a few high-effort items (systemic changes), a few medium-effort items, and a number of low-effort items
 - ii. Invite institutional leaders (chancellor, provost, SC president, FS president) for November or December meeting?
 - iii. **What does the committee want our priorities to be?**
 - **Antidiscrimination training for faculty**
 - a. **Outline needed for content**
 - **Training for all (staff, students, administration)**
 - a. **This could be incorporated into a first-year seminar for students**
 - b. **Or, this could be incorporated into all courses**
 - **Subcommittee can focus on a couple big ticket items per year and some smaller ones as well**
 - **Subcommittee could come up with a list to bring to the committee**

6. Discussion Items for Future Meetings

- a. New subcommittees/workgroups?