

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

Friday 11/18/22, 11:00am - 1:00pm

☀ Meeting Agenda with Minutes ☀

[DEICS Webpage](#)

[DEICS Shared Google Drive](#)

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

This meeting [without Minutes](#)

This meeting's Video Recording

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

- Jamison Lednum, John Ingman, Kimberly Matsuura, Math Trafton, Courtney MacArthur, Carin Silkaitis, Jay Szczepanski, Melissa Dolese, Lori Klein, Louisa Cryan, X'unei Lance Twitchell

Not in Attendance:

- Colleen Ianuzzi, Davina Cole, Nathan Bodenstadt

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?
 - i. **Consent given**
3. **Important Updates or Announcements**
 - a. New DEICS webpage address: <https://uas.alaska.edu/chancellor/councils-committees/committee-diversity-equity-inclusion-cultural-safety/>
 - i. **Math to email Colin to update membership numbers**
 - b. Other?
4. **Discussion Items**
 - a. Update on DEICS Retreat?
 - i. **Possibly meeting in Juneau this year for in-person work**
 - ii. **Need to narrow down the dates.**
 - **April 7-9ish would work**

- iii. What would be most beneficial for format: start in big group, break into subcommittees after, etc.? Topics?
 - Could start drafting annual report
 - Review challenges and achievements from the year prior
 - Format example: Breakfast, small-group work around topics, lunch, writing session afterward, subcommittee work...
- iv. What do we hope to accomplish? Goal-setting beforehand is important.
 - Math will send a google form a couple days before next Dec meeting
- b. AY23 meeting agendas/minutes posted publicly on [new page on DEICS website](#)
 - i. Consent to post October's meeting [Agenda with Minutes](#)?
 - Consent given
 - ii. Change DEICS web address
(e.g., <https://uas.alaska.edu/chancellor/councils-committees/DEICS/> ?)
- c. DEICS AY23 Priorities
 - i. Subcommittee rough notes: [Priorities Subcommittee](#)
 - ii. Jay, Courtney and Carin met to get things rolling
 - iii. Discussed antiracist and bystander training options and implementation as priority #1
 - Faculty handbook subcommittee submitted a Faculty Handbook proposal encouraging all faculty to take annual training. To make sure this is feasible, we checked in with the provost, and they will provide support for this.
 - a. Presumably at convocation
 - b. Goal: Digital banner badge to be created that people can add to their UAS profile page that indicates they have taken this training
 - i. Possibly also on the registration page so students can see which instructors have anti-racist training
 - Would like to broaden to staff
 - a. Could do on Staff Development Day
 - No handbook equivalent exists for staff - would need Chancellor's office to encourage training and rely on supervisors to make sure direct reports complete it
 - iv. This subcommittee can pause (or disband) after priorities are determined
 - v. A subcommittee dedicated to anti-racist and bystander training is needed
 - vi. Math will send a google form to determine path forward for subcommittees

Lori, Carin and X'unei had to leave at this point for another meeting

- d. UAS Student Registration form (accessible [here](#))
 - i. Update from Nathan?
 - Nathan not present this time, will get update next time
- e. BOR Letter [Response](#) (from Chair Buretta)
 - i. Next actions?

- Regents Policy: Mission and General Provisions
 - a. Mentions its “diverse people”
 - Discrimination against students is not in line with this mission statement or the mission statements of UAA, UAF, and UAS
 - We can coordinate a response with: Governance groups, UAA, UAF
 - a. Response with resources/support can be distributed to student newspaper or all students
 - i. Can Carin (or Chancellor) send to all students?
 - ii. Student govt equity committee is sending out a survey to all students and sends newsletter to all students
 - **DRRT subcommittee will craft a response**
 - Faculty alliance and staff council alliance for UAA and UAF or DEICS equivalent groups over there could also be contacted and updated on the situation and response from BOR
 - Consider weighing in on future BOR confirmations
- f. Annual Antidiscrimination Training (fleshing out for FS approval)
- i. Would it be required or encouraged? If it is a required yearly training, that would have workload implications / effect working conditions so UNAC would need to be consulted. "expected to actively commit" = union MOU.
 - ii. Who would be in control of the training?
 - iii. It was suggested that there would be more faculty buy-in with content that was compelling, scholarly, academic. It would be good to have something with some data to support it (principle of backwards design)

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

- a. **Bylaws** (co-chair: Kimberly, co-chair: John)
 - i. **Met via email. No updates. (JI)**
- b. **Campus Climate** (chair: Melissa, X’unei, Jamison)
 - i. **No updates**
- c. **Cultural Class Requirements** (chair: X’unei, Louisa, Melissa)
 - i. **No updates**
- d. **Website** (chair: Davina, Carin, X’unei, Lori)
 - i. **No updates**
- e. **Faculty Handbook Review Subcommittee** (chair: Math, Jay, John, Melissa, X’unei, Colleen)
 - i. [Proposed October Faculty Handbook Edits](#)
 - ii. **Request for DEICS representative on the Chancellor’s Cabinet**
- f. **Discrimination Response Team** (chair: Lori, X’unei, Jay, Math)
 - i. [Draft letter](#) to support UAS Juneau’s Student Government efforts to add a racial and ethnic harassment statement to the Student Code of Conduct.
 - Anything to add?
- g. **Priorities Development Subcommittee** (chair: Carin, X’unei, Courtney, Jay)
 - i. [Priorities Subcommittee](#) **Update given above**

6. Discussion Items for Future Meetings

- a. Next meeting:
 - i. Friday 12/16, 11a-1p

7. Video resources from X'unei:

- a. **UAS Indigenous Histories video (fyi):** <https://youtu.be/mPfadWCIVEQ>
- b. **UAS Indigenous Recognition:** <https://youtu.be/3aOrqU2d1gM>