

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

Friday 1/27/23, 11:00am - 1:00pm
☀ Meeting Agenda and Minutes ☀

[DEICS Webpage](#)

[DEICS Shared Google Drive](#)

Last month's (December) 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):

- 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? **Consent given**
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. **Anyone that needs to leave due to workload shifts? No**
 - ii. New term assistant professor of Indigenous Studies on Sitka campus
 - **This position was budgeted for in the upcoming retreat just in case**
 - **No objections**
 - b. DEICS Retreat

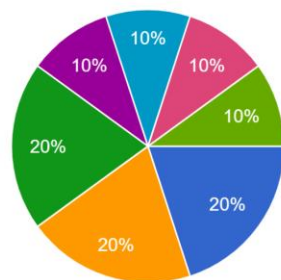
- i. Proposed: Friday 3/31 (same-day travel for Sitka & Ketchikan members)
 - Davina and Carin have been revisiting the budget and calendar
 - March 31 works for most
 - a. Casey Rall will contact folks after Feb 8 for travel arrangements. Her email is uas.astravel@alaska.edu
- ii. Topics (from [survey](#))
 - **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
 - Davina/Carin does this provide what is needed to create a structure/format for the day?
 - a. Yes

>>> 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 (2/9)?
 - iii. Since it is a Chancellor's advisory committee, it seems appropriate to weigh in.
 - iv. CACANE also considering doing the same
 - v. Logistics: We will meet about it to discuss and contribute to outline/memo Feb 10, 11am-1pm (Math to send link)
 - vi. Initial impressions?
- 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?

The DEICS co-chairs have recently gotten a request from a new UAS employee who is interested in DEICS matters and has asked if they could join the ...s to start the conversation for our next meeting.)

10 responses



- Yes, we should include anybody who's interested!
- No, the committee is full, and we do not have room for more members.
- No, but we should consider allowing a...
- I have no preference and abstain from...
- Yes, but not just "anyone" who's intere...
- I don't have a strong feeling about this...
- No, but could consider allowing certai...
- We currently have 14 members, so ad...

- ii. Options: Add a member (requires chancellor approval and bylaws amendment), don't add a member, swap for Davina, invite as a passive observer role only

(non-voting). Add 15th or swap for Davina seem to be the two most popular options.

- Decision: 7 yes 1 abstention to add 15th position.
- Next steps: confirm with the individual that they are still interested. Meet with that individual, Davina, and co-chairs to see if they want to take Davina's position or if they both want to serve. Then go to Chancellor if it is necessary to add 15th position. Send an update to Committee and put on next meeting agenda for determining permanent process for situations like these.

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

**Review subcommittee membership & leads

**Review survey results

a. Antidiscrimination Training (...)

i. Review subcommittee membership & leads

- Volunteers: Kimberly, Melissa, Lori, Carin, Courtney
 - a. Still need to establish chair, Courtney will email to see who will take on and reminder to plan subcommittee meeting prior to next DEICS training.

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
 - i. Hiring out means booking highly sought trainers
 - ii. Getting internally trained is an extraordinary amount of money
 - iii. Either way we need to be funded
 - b. Info gathering from UAA and UAF
 - i. UAA
 - 1. "We pretty regularly have a variety of DEI trainings and workshops from my office, College level, department level and Student Affairs. They are done in house, or by inviting guest speakers through department budgets. No contracted long term trainings."
 - ii. UAF
 - 1. "We go through training the trainer classes to be able to facilitate most of these training sessions. If a training is requested that we are not trained for we typically will reach out to someone who

specializes in the subject. This can range from \$300-\$6000.”

- b. **Bylaws** (co-chair: Kimberly, co-chair: John)
 - i. Review subcommittee membership & leads
 -
 - ii. Review survey results
 - **temporary hold (5)**; probably keep (2); abstain (3)
 - **Temp hold passed, so only hold meetings if updates come in**
 - 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)
 - **Maybe shouldn't be a standalone subcommittee - could absorb "culture class requirements subcommittee" as one project that contributes to campus climate to raise membership**
 - **Vote: keep as is or combine?**
 - a. **Combine passed**
 - b. **Melissa will reach out to X'unei et al and determine chair(s)**
- 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. **UAS 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)
 - **Scope: not just DEICS info pages but larger presence on UAS website including reporting options and potentially badges earned for anti-discrimination training**
 - **Options: keep as is or combine**
 - a. **Keep as is passed**
 - b. **Voted to increase collaboration and communication with campus climate committee and website committee**
- f. **Faculty Handbook Review Subcommittee** (chair: Math, Jay, John, Melissa, X'unei, Colleen)
 - i. Review subcommittee membership & leads
 - ii. Review survey results

- temporary hold (2); **probably keep (5)**; absolutely keep (1); no vote (2)
 - **Vote: keep as is**
- 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 to explain: summary of context, what makes it a targeted attack, and who brought it to the committee’s attention (updated: invitation deferred to next meeting 3/1)

6. The Future

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