

## Diversity & Equity Committee

### Meeting Minutes

6 May 2022

Attendees: Dani Trimble, Danielle Casey, Ariana Muro, Jamie Nelson, Alyssa Mayclin, Serena Murray, Marie Boisvert, Shiree Bent, Jennifer Houge, Alé Sanchez, Sydney Benson, Cedrique Chaney, Gabino Salgado, Dana Cummings, Morgan Salisbury.

#### New Business:

- ❖ Conversation regarding next week's mini retreat.
  - Revolution Labs will provide two sessions. Next week's session is the first. The second will be potentially in September.
  - The first session will be focused on the structure and purpose of the D&E committee. We will look at the bylaws and plans moving forward.
  - The second session in the fall will focus on the strategic plan results and where our goals align.
  - Regarding who can step into the roles: anyone can fill those roles. We don't have specifics in our bylaws.
  - We will most likely be in HSB 101.
  - Please wear a mask for the session as we had a request from someone who required that as an accommodation.
  - Please fill out this [form](#) if you haven't already. Lunch will be provided.
  - Should we have student services cater the event?
  - If we distance ourselves and remove masks while eating, it should work out ok.
  - If we need to leave early, that's ok but if you're able to stay the whole time that would be ideal.
- ❖ Discussion on how DEI consultant sessions have been going
  - Some people are holding back depending on who is in the session.
  - Other sessions have had really brave people providing conversation.
  - For example, an attendee said that when looking at the Executive team of LCC, it's clear that there is not much diversity. The comment was not taken well, was met with resistance and created a little tension in the session.
  - Some people expressed hesitation that executive leadership may resist going forward with some of the suggestions. Sue actually stepped out of a session to allow a safe space for discussion.
  - The person speaking up was bullied and cut off many times while trying to speak.
  - Many hesitate to speak up but don't want to get in trouble. They also needed time to process thoughts.
  - The executive leadership is made up of the president and his council, the VPs.
  - Next week, we can discuss how we can more effectively back up people who are being silenced (as a committee). How do we mitigate the silencing? How do we support those people better?
  - During lunch next week, let's open up for discussion and debrief the sessions.

- People are starting to feel burnt out right now making it hard to invest as much energy in this process.
- Maybe Revolution Labs can give us some tools to aid in how best to communicate without repercussions.
- Many want this committee to be more than talk and more action.
- We need more accountability measures.
- We should try to get more students involved in our committee because they have nothing to lose when speaking out.
- Our committee has two vacant spots for students to fill.
- Besides those who just joined, everyone needs to decide if they want to continue their membership, step into new roles, or leave the committee.

Meeting concluded: 1:01 pm

Next meeting: May 13, 2022 .