# MINUTES

**GOVERNANCE COUNCIL –**

**Members Present:** Matt Seimears, Wendy Hall, Sue Orchard, Kendra Sprague, Nolan Wheeler, Michal Ann Ure, Brad Benjamin, Dana Cummings, Amber Lemiere, Kailie Drumm, Caitie Graham, and Hannah Palenske

## **Approval of Minutes**

**MOTION:** By Kendra Sprague, seconded by Brad Benjamin,

 The minutes of February 5, 2025, will be approved.

**MOTION CARRIED** **unanimously**

**2. Policies & Procedures:**

* 1. **DEI Procedure 220.1A - Diversity, Equity, & Inclusion Programs**
		1. **Discussion Points:**
			1. Amber Lemiere repeated the key considerations raised regarding the procedure:
				1. The need to define the DEI initiative within the procedure.
				2. Further development of the approval panel to ensure diverse representation.
				3. Establishing an appeal process in the event of a denial.
				4. Determining how information will be recorded and whether names will be attached.
		2. **Key Takeaways:**
			1. President Seimears agreed that incorporating a clear definition of DEI into the policy would be beneficial.
			2. Vice President Sprague clarified the potential connection between the “approval process” and funding, discussing what this might entail.
			3. Amber Lemiere requested clarification on the urgency of finalizing the policy.
			4. Vice President Sprague was asked about alternative ways to facilitate the approval process, including possibly meeting via Zoom if necessary.
			5. Faculty revisited the question of what the formal approval process will entail.
			6. It was decided that Amber Lemiere will serve as the faculty lead in continuing the development of this procedure.
			7. Tentatively, the Governance Council will meet on April 4th to review the procedure, provided no further revisions are required before that date.
	2. **Procedure 601.1 - Security Cameras**
		1. **Discussion Points:**
			1. Vice President Wheeler emphasized the need to update the campus security cameras.
			2. President Seimears inquired about the availability of camera maps to help staff identify safer areas on campus.
			3. Amber Lemiere raised concerns about including language in the procedure to protect employees from potential misuse of cameras by supervisors for retaliatory purposes.
			4. Administrators provided clarification on who has access to the security camera system.
		2. **Motion: By Michal Ure, Seconded by Catie Graham.**

**3. Questions and Concerns**

* 1. **Overview:**
		1. Amber Lemiere has been gathering questions from peers, colleagues, and others regarding concerns about the current political, campus, and workplace climates.
	2. **Examples of Questions Raised:**
		1. Do we anticipate ICE (Immigration and Customs Enforcement) coming to campus? What would our response look like?
		2. Who determines the extent of our DEI efforts? Who is included in "we"—the Board, administration, etc.?
		3. What protections exist for individuals engaged in DEI work? Is this work considered individual or institutional?
	3. **Key Points from the Discussion:**
		1. Vice President Sprague noted that the Department of Education (DOE) has the authority to investigate concerns, reach resolution agreements, or enter agreements to determine any violations.
		2. She also referenced a clarification email sent to address points raised in the *Dear Colleague* letter.
		3. Amber suggested that regular check-ins would be beneficial and inquired about the appropriate administrator(s) to direct questions to.
	4. **Action Items:**
		1. Request Shalaina Williams or Dan to send out an email creating a designated space where individuals can submit questions.
		2. Amber initially brought these questions to Governance for discussion but was unsure if it was the appropriate forum.
		3. Kailie Drumm requested clarification on whether Dan still plans to meet with individuals regarding these concerns since the last meeting was canceled for the snow storm.
		4. The Executive Leadership Team (ELT) recommended that these questions be directed to Dan.
		5. It was discussed that Dan Ruiz be added to the Governance Council under an Amendment of the bylaws at the next Governance Meeting.
		6. Dan will be attending the **March 14 IC Updates** meeting.

## With no further comments, the meeting was adjourned at 4:07 PM.