



## President's Council on Inclusive Excellence

Minutes - Monday, October 14, 2024

### Members:

- |                    |                      |                    |
|--------------------|----------------------|--------------------|
| 1. Jill Baren      | 8. Swyers, Holly     | 15. Andrew Kame    |
| 2. Tara Natarajan  | 9. Deja McClellan    | 16. Yugi Salonga   |
| 3. Chen, Shiwei    | 10. Kirsten Schramm  | 17. Dejanae Harges |
| 4. Emiru, Tilahun  | 11. Louis Lopez      | 18. Belen Carrion  |
| 5. Johnston, Chloe | 12. Kelsey Carter    | 19. Maia Albarrak  |
| 6. Oxman, Evan     | 13. Frances Williams | 20. Pearl Kongolo  |
| 7. Sadri, Ahmad    | 14. Lex Epps         |                    |

**Not in attendance:** Holly Swyers and Louis Lopez (both provided with a recording of the meeting)

### 1. Welcome remarks from the President and Provost

### 2. Introduction of Members

### 3. Charge to the Council – review of goals for the year ahead

- Review and discussion of Draft [charge for the President's Council on Inclusive Excellence](#)
- Acknowledged work of prior groups that created a solid basis for this council's work.
- Highlighted key components of the charge:
  - Serve in an advisory capacity to the President and College Leadership
  - As a representative group, model and create pragmatic solutions that cultivate openness of views, dialogue, and discourse that continually promotes respect, and inclusion as our indelible and unequivocal value.
  - Cultivate skills for difficult conversations and viewpoint diversity
  - Develop a set of community values by the end of the academic year 2024-25.
  - Educate, provide tools, skills, and knowledge of restorative practices to resolve conflicts and community building.
  - Create a discussion series on topics that uphold mutual respect and human dignity as core values: Example of a topic: Academic freedom and Inclusion.
  - Each discussion would be modeled by the President's council - a group that is diverse and plural.
- Shared information on principles of pluralism which might be a helpful framework for the council to utilize such as tolerance, humility, active-deep listening, and curiosity
  - Members added the following principles to the discussion: respect, mindful presence, respect without an expectation of conformity, but rather the value of differences amongst us
- Discussed how the [DEIB Workstream report](#) informed the formation and work of this group

- Senior Leadership Team considered the report and its recommendations in the formation of the President’s Council for Inclusive Excellence to serve in an advisory capacity for the President and College leadership.
- Re-organization of the Office for Campus Life was chosen as the structure in which to build efforts around belonging and inclusive excellence into the fabric of the work being done where we live, learn and work.
- Development of the Associate Dean for Inclusive Excellence position within the new Campus Life structure to play a major leadership role in accomplishing this work.

**4. Reviewed the job description for the Associate Dean for Inclusive Excellence**

- Provided Council Members with the [draft job description for the Associate Dean for Inclusive Excellence Position](#)
- This position has parity with the Dean of Students and the Director of Athletics within the Campus Life organizational chart
- Member of the Council may provide comments on the job description by 10/18
- The job will be posted soon after incorporating feedback from the council and other campus groups

**5. Meeting frequency and modality and resources for the Council**

- This group aspires to meet monthly for 60-90 minutes. Additional working group meetings may be scheduled outside of these meeting times if needed.
- While the preference is for members to attend in person, virtual and recorded options will be made possible.
- Minutes will be taken at each meeting, and updates will be distributed to the campus community
- A TEAM’S space has been established for the group. Members of the Council are encouraged to suggest or provide resources to share with the group
  - One member recommended The Handbook of Interethnic coexistence, by Eugene Weiner as a resource
- The Council highlighted the following items for consideration at the 11/6/24 meeting:
  - Discuss what specific activities or deliverables should the Council prioritize
    - One member suggested the development of a theme to focus activities each year
  - Begin discussion on the development of a set of community values (Council deliverable for 24-25 academic year)
    - One member suggested the use of a Word Cloud as a helpful tool for this process

**Upcoming Meetings:**

Wednesday, November 6	12 PM – 12:50 PM	Lillard 132
Monday, November 18	12 PM – 12:50 PM	Lillard 128
Monday, December 9	12 PM – 12:50 PM	Lillard 128