



President's Council on Inclusive Excellence

Minutes - Wednesday, November 6, 2024

Members:

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

Not in attendance: Jill Baren, Maia Albarrak, Johnston, Chloe Johnston, Belen Carrion

*Those not in attendance were provided with a recording of the meeting

1. New Business and standing agenda items were postponed to a future meeting

2. Reflections: Campus climate post-election day

- Discussion acknowledged the following:
- Students, faculty, and staff may be experiencing a myriad of different feelings following the 2024 Presidential Election.
- Members of the Council shared personal reflections of how they are processing the event and outcome
- We are a diverse college community – consisting of community members who are excited about the results of the election, others who may be fearful, and the full spectrum of emotions in between.
 - Need to create spaces for active listening
 - Need to be aware of fears and anxiety this may cause for specific groups
 - Provided examples of class projects or discussions that engage students in learning and conversation about the result (e.g., exploring the concept of institutional neutrality.)
- Additional questions included:
 - Impact on the hiring of positions focused on inclusive excellence work
 - Impact on academic programs especially those that are interdisciplinary and diversify our curriculum
- Discussed additional ways to support our community
 - Evaluate what is important to address right now, as any future changes remain unknown
 - Ensure reporting systems ([Lake Forest College | Reporting](#)), including EASST have a follow up mechanism that ensures those who report know that the report has been received and what if there is any support they can provide.
 - Explore how we can improve support systems in place for students even in periods of staff turnover or capacity.
 - Expressed need for training for Faculty/Staff on supporting students on visas and other status.

- Desire for the College to continue to publicly affirm our commitment to a diverse student body, faculty, and staff. Choice of language must be thoughtful so it does not alienate, but can still affirm our commitment to structural and interpersonal justice
- Every student's experience should be free of harassment, discrimination, etc. just as all members of our community should be free of those experiences
- Share a list of resources for faculty, staff, and students to be aware of, so that when we have discussions with students we know where to refer them

3. Associate Dean for Inclusive Excellence search process updates

- The position is posted [Associate Dean of Inclusive Excellence | Lake Forest College](#) and we are receiving applications
- Soliciting nominations for search committee members, two faculty, student, and staff representative from this committee

Upcoming Meetings:

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