



## President's Council on Inclusive Excellence

Monday, March 3, 2025  
4:00 PM in the Tarble Room

### MINUTES

#### Members Attending:

- |                   |                    |                    |
|-------------------|--------------------|--------------------|
| 1. Kim Davis      | 4. Deja McClellan  | 8. Kelsey Carter   |
| 2. Holly Swyers   | 5. Lex Epps        | 9. Kirsten Schramm |
| 3. Chloe Johnston | 6. Alice Fermaintt | 10. Andrew Kame    |
|                   | 7. Louis Lopez     | 11. Maia Albarrak  |

**Members Absent:** Evan Oxman, Shiwei Chen, Tilahun Emiru, Ahmad Sadri, Frances Williams, DeJane Harges, Belen Carrion, Peal Kongolo, Yugi Salonga

#### Meeting Agenda:

- 1. Welcome & Reminder of Community Agreements** **Kim Davis**
- 2. Approval of Minutes** **Kim Davis**
  - 2.13.25 Inclusive Excellence Council Minutes.pdf
    - Approved by common consent
  - 2.13.25 Inclusive Excellence Council Minutes - public version.pdf
    - Approved by common consent
- 3. Associate Dean for Inclusive Excellence Position & Search** **Kelsey McAllister Carter, Kim Davis**
  - We have interviewed three candidates, with one remaining scheduled. Each candidate has shown unique strengths that are aligned with our mission. A one-on-one meeting with Interim President Rob Krebs is scheduled to discuss the next steps.
- 4. Federal Directives- Dear Colleague Letter** **Kim Davis**
  - Kim Davis met with Ed Whipple to interpret the letter and ensure Lake Forest College complies with legal requirements. Some program language may need adjustments to better reflect inclusivity. Ed clarified that the college is not stepping away from programs but refining how they are presented. Some event descriptions unintentionally implied restricted access; all programs must be clearly open to all. We are cognizant of potential impacts on student and institutional funding and continue to monitor the situation.
  - The Office of Communications and Marketing is collaborating with VPs across divisions to ensure website accuracy.
  - Alice Fermaintt met with empowerment groups to discuss safeguarding both funding and program integrity. Initiatives include adding all empowerment groups to my.involvement, registering groups as student organizations to secure Student Government funding, and including advisors in ongoing discussions, as recommended by Deja McClellan.

- Ongoing work includes clarifying whether DEI programs remain legal under federal policies— current guidance suggests they are legal if open to all students.

**5. Campus-Wide DEIB Nomenclature Updates**

**Alice Fermaintt, Kim Davis**

- We are still working on the name change from Inclusive Excellence, noting that it does not fully encompass the work of the Office, lacks a clear definition, and has not resonated across campus. We are also discussing budget allocation, staffing, infrastructure enhancements, and a physical space to increase the office’s visibility and accessibility across campus.

**6. Discussion- Educational Programming and Actionable Work**

**Kim Davis**

- The Council discussed ideas for potential actionable work from the committee.
- Kim Davis will take the lead in organizing a subcommittee of the Council to review the 2022 DEIB committee report recommendations.

**7. Other Business**

- The Council will participate in a focus group session for the Community Values project during a future meeting.

**8. Adjournment**

**Upcoming Meetings:**

- Wednesday, March 26 Noon Tarble Room
- Wednesday, April 9 Noon Tarble Room
- Wednesday, April 16 4PM-5PM Lillard 130