



President's Council on Inclusive Excellence

Wednesday, April 16, 2025

4 p.m. – 5 p.m. in Lillard 130

Members:

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|------------------|--------------------|------------------|---------------------|
| 1. Kim Davis | 4. Holly Swyers | 6. Kelsey Carter | 9. Maia Albarrak |
| 2. Tilahun Emiru | 5. Kirsten Schramm | 7. Lex Epps | 10. Alice Fermaintt |
| 3. Ahmad Sadri | | 8. Andrew Kame | |

Members Absent: Rob Krebs, Tara Natarajan, Shiwei Chen, Chloe Johnston, Evan Oxman, Deja McClellan, Louis Lopez, Frances Williams, Yugi Salonga, Dejanae Harges, Belen Carrion, Pearl Kongolo

1. Welcome and Reminder of Community Agreements **Kim Davis**

2. Approved April 9 Minutes **All**

3. Recognition of Service for 2024-2025 **Kim Davis**

- Thank you for your contributions this year. Please stay connected as we continue the work of the CARE office into next year, even as the council may evolve into a new format.

4. CARE Name Day Celebration **Kim Davis**

- The Council discussed plans for an upcoming event, the **CARE Name Day Celebration**, scheduled for **Wednesday, April 23 from 11:00 a.m. to 1:00 p.m.** The event will serve as an opportunity to introduce the Office of Community, Advocacy, Resources, and Empowerment (CARE) and gather input from the campus community. Plans include inviting campus partners to host tables featuring informational materials, giveaways, and interactive activities that connect to CARE's mission. The Health and Wellness team will also be included among the tabling partners. Event components will feature a refreshment area, an interactive "CARE Rocks!" affirmation activity, themed signage, and a brief survey to collect feedback, which is planned to launch during the event.

5. Discussion regarding 25-26 AY proposed structures and priorities **All**

— **CARE Council:**

- The proposed structure includes three representatives from each governance group:
 - Faculty (via FPPC)
 - Staff (via Staff Governance)
 - Students (via Student Government)
- A process for selecting representatives from each group will need to be established.

- The Council will continue to serve as a space for strategic guidance and the development of big-picture ideas.
- **CARE Team:**
 - A separate group, more implementation-focused, composed of individuals whose work roles directly align with CARE priorities and responsibilities.
- **Survey Considerations:**
 - The group discussed the potential of including demographic questions in the forthcoming CARE survey to better understand the needs of campus constituents.
- **Support and Retention:**
 - There was a brief discussion on identifying support needs for specific student and employee cohorts and enhancing faculty and staff retention through targeted initiatives.
- **Orientation, First Connection, and Start of Year Planning**
 - The Council discussed updates to training and orientation for the upcoming academic year. **First Connection** will run **August 13–16**, with August 13 as an optional travel/programming day and full sessions beginning August 14. Topics will include implicit bias, inclusive leadership, cultural competency, mentorship, and navigating campus resources and the political climate.
 - Virtual summer workshops for First Connection leaders will cover self-advocacy, self-care, public safety, and international student support; all sessions will be recorded.
 - Strategies for better integrating student-athletes—particularly football players—into First Connection and NSO programming were discussed. Alice will follow up with Chris Pier to explore opportunities for expanded engagement.
 - **Orientation** will begin on **August 16**. Family dinners were proposed to strengthen cultural connection and community.
- **Additional Ideas**
 - The Council discussed expanding heritage month programming and forming a planning committee. A proposed theme for the year—potentially drawn from the College’s core values (e.g., *"Embracing the People We May Become"*)—would unify programming across all heritage months and be included in broader campus messaging.
 - CARE should coordinate with CAMP Group and to ensure programs or themes are incorporated into the campus events planning calendar.
 - The group recommended involving key stakeholders early in the planning process, including Joseph Alfe (Title IX) and Kirsten Schramm (Accessibility Services), to ensure alignment with crucial student resources.
 - Work is underway to revise website language for the CARE office. Feedback supported a tone that feels open, inclusive, and relevant to all campus community members.

6. Adjournment