



President's Council on Inclusive Excellence

Wednesday, April 9, 2025
Noon in the Tarble Room

Members:

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|------------------|-------------------|--------------------|-------------------|
| 1. Rob Krebs | 4. Chloe Johnston | 7. Holly Swyers | 10. Kelsey Carter |
| 2. Kim Davis | 5. Evan Oxman | 8. Deja McClellan | 11. Andrew Kame |
| 3. Tilahun Emiru | 6. Ahmad Sadri | 9. Kirsten Schramm | 12. Maia Albarrak |

Members Absent: Tara Natarajan, Shiwei Chen, Louis Lopez, Frances Williams, Lex Epps, Yugi Salonga, Dejanae Harges, Belen Carrion, Pearl Kongolo, Alice Fermaintt

Guest: Jackie Slaats

Meeting Agenda:

- 1. Welcome and Reminder of Community Agreements** **Kim Davis**
- 2. Approval of March 26 Minutes** **All**
 - 3.26.25 Inclusive Excellence Council Minutes - internal: Approved by common consent
 - 3.26.25 Inclusive Excellence Council Minutes - public version: Approved by common consent
- 3. Brief Update on Values Project - Jackie, Kim, Melissa** **Jackie Slaats, Kim Davis,**
 - We are holding our final Clarification and Refinement sessions today and tomorrow (April 9 & 10) and encourage community members to stop by and give feedback. By the end of April, we will bring the final version to the College Council for their endorsement.
- 4. Updates on PCIE** **Rob Krebs**
 - A campus-wide announcement will introduce Kim Davis as the Interim Associate Vice President for Community, Advocacy, Resources, and Empowerment (CARE), a newly elevated role now part of the Senior Leadership Team. The title and structure were informed by the President's Council on Inclusive Excellence, with precedent noted by the Associate VP for Human Resources, who is also part of the senior leadership team.
 - Appreciation was expressed to students for the development of the CARE acronym.
 - Questions were raised about the role's long-term sustainability under new presidential leadership. The interim designation allows flexibility while affirming the College's commitment to inclusion.
 - Opportunities for future leadership to expand community partnership initiatives were discussed.
 - Kim Davis will report to the Vice President for Campus Life. Planning is underway for office space, a CARE Team (modeled after EASST), and the formal renaming to the Office of CARE. The role will serve student, faculty, and staff populations.
 - A President's Council on CARE will continue. Additional discussion included potential updates to related titles and the development of a reporting flow chart.

- Concerns were raised regarding the communication of the Title IX office's shift to the VP for Finance, noting a perceived move away from student-centeredness.
- An updated organizational chart and improved transparency are clearly needed to support internal understanding and assist prospective presidential candidates.
- Enhanced communication was identified as a priority moving forward.

5. Discussion about 2025-2026 President's Council

Kim Davis

- Attendance has declined in recent meetings, prompting a discussion about whether a smaller, more focused group might be more functional.
- The group discussed the process for selecting committee membership. FPPC will recommend faculty representatives. Kim Davis will contact Tara Natarajan to determine the committee's needs and the number of faculty required.
- It was noted that current students were recommended by the DEIB Workstream group and recommended by SLT or faculty and staff. There was also discussion about creating a student application process to allow students to express interest in serving. The Student Government's application process for the Presidential Search Committee was mentioned as a possible model. The committee must clarify expectations for student members, including time commitments and how students can meaningfully contribute.
- Staff representation may come from a slate of recommendations provided by Staff Governance.
- It was noted that the drop in attendance may be related to the increased frequency of meetings. Setting and communicating clear expectations from the outset will be important moving forward.
- A suggested structure for the committee includes three to four members each from faculty, staff, and students (modeled after the College Council).

6. Things to think about for next week

- The group identified several key items to consider for the upcoming week. These include finalizing the structure and size of the committee and planning a name-day celebration for the Office of CARE before the end of the academic year. Additional items to consider are conducting a survey or needs assessment to understand community priorities better, determining space and location needs for the Office of CARE, and brainstorming initial programming ideas such as "Soup and Stories" and brown bag lunches to foster engagement and community-building.

7. Adjournment

Upcoming Meetings:

- Wednesday, April 16 4PM-5PM Lillard 130