



## LAKE FOREST COLLEGE

### President's Council for CARE

Friday, November 7, 2025  
12 p.m. – 1 p.m. in Center for CARE

**Members:** Kim Davis, Alice Fermaintt, Joseph Alfe, Lex Epps, Kirsten Schramm, Todd Beer, Emily Dix, Mia Jessica Hernandez

#### Meeting Agenda:

#### 1. Self-Care Check-in and Reminder of Community Agreements

- The group discussed the impact of recent ICE activity on community morale and mental health. Members considered potential responses, including creating a facilitated processing space and providing platforms for individuals to share their experiences.
- The group also discussed student concerns about feeling dismissed or unheard by Public Safety, particularly in relation to ICE activity and perceived racial profiling. A thematic comparison was also noted in faculty feedback, indicating similar concerns around communication and trust. Kim Davis will follow up with Public Safety and senior leaders about community perception and building trust.

#### 2. Approval of Minutes

- **10.28.25 President's Council for CARE-Minutes**

#### 3. Cont.'d Discussion - [AY 25-26 President's Council Vision & Areas of Focus](#)

- **Finalizing AY25-26 Goals** - The Council will continue discussion at the next meeting (November 13<sup>th</sup>)
- **EDIB Philosophy** - President Mike emphasized that he does not intend to serve as the primary authority for this work; rather, he hopes to act as a champion who helps advance and deepen these efforts across the campus.

#### 4. CARE Program Highlights

**Kim Davis, Alice Fermaintt**

- Ambassador Program Updates
  1. Mia Jessica Hernandez reported that she has reviewed archives of prior ambassador programs and noted that its framing was more white-centric; there is an interest in broadening and strengthening its focus. Members emphasized a commitment to allyship and

to empowering and advocating for diverse communities. The group discussed the importance of helping the campus community identify allies through demonstrated action and sustained commitment rather than performative gestures. Suggestions included launching the renewed Ambassador Program with a social event and providing brief bios of participants to help the community connect names with faces.

— CARE Team Updates

1. The CARE Team is scheduled to launch in Spring 2026. The group will be working toward greater standardization of practices across departments. Some efforts will include shifting terminology to align with best practices—using “Chosen Name” rather than “Preferred Name,” and “Pronouns” instead of “Preferred Pronouns.”

**5. Next Meeting**

— **November 13<sup>th</sup> 4-5pm | Office for CARE**

**6. Adjournment**