



## AY25-26 President’s Council for CARE – Charter

### Our Vision:

This Council strives to make Lake Forest College a community in which learning, growth, opportunities, and belonging can be enjoyed equally by all students, faculty, and staff. The Council supports the values and mission of the college by recognizing that the diverse social identities represented in our community are a source of strength and working to understand and address barriers to equity and authentic belonging.

### President’s Council for CARE Description:

The President’s Council for CARE serves as a strategic advisory body to the President and College Council, guiding campus-wide efforts related to **diversity, equity, inclusion, and belonging** while supporting the Office for CARE. The Council applies the College’s core values of **curiosity, accountability, intellectual inquiry, and engagement** to the task of creating an equitable and inclusive community and preparing students to be responsible global citizens. To that end, the Council encourages important conversations, identifies sources of inequity and proposes solutions, and supports initiatives that educate the community about issues related to diversity, equity, inclusion, and belonging. Composed of faculty, staff, and students appointed by the College’s governance groups, the Council meets regularly to identify challenges and priorities, discuss best practices, and propose solutions, which are then discussed with the President and implemented in collaboration with the Office for CARE. We seek opportunities to collaborate with other groups, offices, and departments across campus. Meeting minutes and work products will be shared with the campus community via the CARE webpages, ensuring transparency and collective ownership of progress.

### Executive Champions:

**President** Mike Sosulski and the Senior Leadership Team

### 25-26 President’s Council for CARE Roster:

Kim Davis	Interim Associate VP for CARE – Council Facilitator
Alice Fermaintt	Associate Director for CARE – CARE Team Facilitator
Todd Beer	Associate Professor of Sociology
Emily Dix	Assistant Professor of Psychology
Daw-Nay Evans	Associate Professor of Philosophy and African American Studies
Kirsten Schramm	Director of Accessibility Services
Lex Epps	Associate Director of Gates Center for Leadership and Personal Growth
Joseph Alfe	Director of Title IX and Civil Rights Compliance
Mia Jessica Hernandez (Fall 2025) '27	Student
Sarah Huh '27	Student
Omar Villanueva '26	Student

### Related Documents

- [DEI Planning Report – 2022](#)
- [Strategic Framework slides - 2022](#)
- [DEIB Final Report - 2024](#)



- [DEIB Reorganizing Recommendation - 2024](#)

### **President's Council for CARE - Expected Meeting Frequency:**

- As needed, but at least once or twice per month, 60-90 minutes throughout the academic year. The first meeting to occur in September and the last meeting of the academic year to occur in April. Between meetings, Council members will work individually and in small groups to advance Council priorities. Members may also collaborate with the CARE Team to advance college-wide initiatives.

### **President's Council for CARE - Goals:**

- Recognize and seek to eliminate the historical and ongoing systems of inequality that still impact student's sense of community, need for advocacy, inequality in access to resources, and opportunities for empowerment.
- Through conversations, review of prior reports, and data collection, identify priorities for the campus related to DEIB
- When barriers to equity, belonging, and opportunity are identified, review best practices and suggest potential initiatives that could address these barriers.
- Cultivate skills for difficult conversations and intercultural dialogue.
- Help evaluate the efficacy of campus initiatives aimed at increasing equity, inclusion, and belonging