



## **Antiracism Commitment Committee**

Friday, October 1, 2021

1:00 pm – 3:00 pm MST

**Committee Members:** Peony Fhagen, Eric Lee, Rosalie Rodriguez, Katharina Groves, Ty Nagamatsu, Amber Brannigan, Rochelle Dickey, Pedro Ramirez, Jeff Conarro, Amanda Udis-Kessler, Luis David Garcia Puente, Misbah Lakhani, Atquetzali Quiroz, Surbhi Bhutani, Neena Grover, Anneke Bruwer, Nadia Guessous, Jennifer Golightly; *Absent – Felix Sanchez*

**Guest:** President L. Song Richardson

### **AGENDA - Minutes**

- I. Introductions
- II. Remarks & Charge from President Richardson
  - President Richardson discussed the rewarding opportunity for the challenges ahead. She asked the committee to think through the importance of the work of this committee and the impact it will have on and off campus. She posed the aspiration that CC can demonstrate to the world what an institution that makes this commitment look like
  - President Richardson also asked the committee to carefully consider what ‘progress’ looks like and how we/CC measures success on the progress and completion of initiatives
  - Questions for the President:
    - Training is one part of the goals of the plan, how do we measure its success; results and application of being trained—can the goal of training be measured? Historically, the same group of people participate in trainings, other people maybe be fearful or feel too vulnerable.
      - President’s response – The committee (ACC) might dig into the “why” people are not coming/going to trainings. Find the why, which will inform possible solutions



- The work is going to be challenging both institutionally and personally. As a group, it is important that we (the committee) do the work, trainings, etc. To demonstrate to the campus the committee's commitment
- The Antiracism Implementation Plan (AIP) within goals 4, 5, and 6; information can be gathered now, for a baseline in order to get to and formulate the aspirational goals. The committee will build on the baseline information and do what it can this year.

### III. Ice Breaker & Homework *led by Rosalie Rodriguez*

- Identity ice breaker, committee broke up into pairs and discussed their individual identity sheets (Hello, My \_\_\_\_\_ is ...)
- Homework: self-reflection on where individually each one falls on the spectrum provided in the handout. Notice how we may unknowingly be perpetuating oppression. Then identify ways each of us can become more conscious at interrupting those patterns.

### IV. The Role of Vulnerability in This Work *lead by Dr. Eric Lee*

- Over the year, we are going to question some of the deepest beliefs we have as people.
- We will have authentic conversations with each other; challenging ourselves to be vulnerable and be open in our conversations
- We will constantly be asking ourselves to be reflective on our personal perspectives
- The committee will get what it gives to the work and the process
- The committee will ask "why" often to get to the real reason as to what is actually happening

### V. Defining DEI and Antiracism

- **Diversity** – compositional diversity centers on this
- **Equity** – this is not equality, it is not treating everybody the same; it does mean paying attention to different groups based on this positionality
- **Inclusion** – sense of belonging, a seat at the table
- **D, E & I** are different things---do not try to blur them into one thing
- **Antiracism** – taking action, dismantling systems/structures; doing the work—not just being committed to D, E & I
- **Antiracism Commitment** – is a framework that will work towards dismantling racism and other identities that have been marginalized and oppressed; CC is not ignoring other forms of oppression
- CC will leverage D, E, & I to dismantle racism
- Committee questions –



- Why use just the term ‘antiracism’, why not ‘anti-isms’ – let’s look to Black Lives Matter vs. All Lives Matter; antiracism is a framework (toolkit) to tackle and combat other forms of oppression; CC has a history of public attacks against women of color (black women)—Yik Yak and the email attack on Dean Dickey and then Dean Edmonds. Fairness requires equity, not equality

VI. **Committee Goals** *led by Dr. Peony Fhagen*

- Reviewed the document provided in advance. In summary, the goals of the ACC committee are – accountability, assessment, and ensuring coordination of the work across campus.
- Gave a brief account of the work in the Spring of 2021 with two meetings of the CC community identified as the Oversight Committee from the implementation plan to lay the foundation for the work and membership of the ACC

VII. **Committee Membership, Roles, & Responsibility**

- Reviewed the document provided in advance of the meeting. In summary, committee members are asked to keep informed, continue expanding their awareness, actively represent each unit’s area-sharing information to/from the ACC, come prepared for each meeting and participate in discussions, be open to hearing a variety of opinions and perspectives, and honor the confidentiality of the ACC.

VIII. **MS Teams Site**

- MS Teams will be used primarily as a source of reporting out activities and a repository of committee documents. When the ACC works on projects and or breaks into groups, Teams may be used for project management and group work.