



Professor Grady-Willis reported that CIGU co-chair Cori Filson had noted that even for CIGU, a group whose membership has been established for some time, the conversation around these issues was more difficult than expected. He suggested that dialogue is absolutely necessary to address issues of perception and to make progress on the campus climate issues.

With respect to his own position, Professor Grady-Willis noted that he had been asked whether he would support the Discovery program hosted by Admissions. He reported that despite some current concerns that would preclude him from participating actively, he would talk with prospective students, if they approached him, regarding Skidmore. He also noted that in response to questions about whether he would support white students who were accused of attacking a black individual, he reported that anytime he believed justice was not being served, he would speak out.

Comments and questions from IPPC members included the following:

- In response to a question about the likely ongoing work of CIGU, Professor Grady-Willis
  - An Assessment sub-group will look at data obtained through NSSE, CHAS and exit interviews to consider campus climate.
  - The Bias Response Group, chaired by Dean of Student Affairs Rochelle Calhoun, will continue its educational and programming work.
  - CIGU will work with CEPP to review the cultural diversity requirement - in particular, guidelines for what criteria should be required for the cultural diversity designation.
  - Inclusive hiring practices for faculty and staff.
- Professor Grady-Willis noted that CIGU will focus with more intentionality on how the College actualizes the language of Goal Two.
- Following an assault on a gay Skidmore student in downtown Saratoga Springs.
- A member asked whether there was a sense that CIGU should serve as an umbrella under which all diversity and inclusion efforts should occur. Should there be another structure? Is it important for the community to see CIGU as that umbrella organization? It was noted that the current charge

- Another member also supported the notion that resources for diversity initiatives have been distributed and that consolidation may be necessary to sustain and re-energize various initiatives.
- Following up on Professor Grady- Y knnkuø"acknowledgement that the conversation at CIGU was a difficult one, an IPPC member reported a conversation with a person who y qwnf"dg"tgnwevcpv"vq"eq o o gpv"cv"vqfc {øu"eq o o wpkv { " o ggvpki "dcugf"qp"hgct"vjcv"vjg" urgcmtøu"eq o o gpv"y qwnf"dg"o kurgtegkxgf0"Cevkpi "Rresident Kress emphasized that it will be important for the community to hear all voices, and that without peoplesø willingness to take a risk, it will be difficult for the College to move forward. It was noted that speaking in such a forum may be more challenging for non-faculty employees than for faculty and students.
- A question was raised regarding vjg"øfkxgtukv {"vtkw o xktcvgö"and how that structure relates to the President and Cabinet, other offices on campus, and CIGU. The members of the three-person diversity group have begun to review that structure and may make recommendations for possible changes.
- CIGU was encouraged to find ways to tap into student concerns ó in particular, to capture the ideas of students on how to reach out to individuals who do not attend diversity and inclusion events. Dean Calhoun noted that the Student Affairs Subcommittee has embraced the notion of students educating each other as a powerful model; she also noted vjcv"U I C"jcu"vcmgp"wr"vjku"ecnn"qh"ø o ggvpki "uvwfgpvu"y jgtg"vjg {"ctgö"vq"wpfgtuvcpf"vjg" student experience and to understand the role of all students in creating an inclusive community.
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- Mr. West reviewed preliminary budget assumptions for FY12 through FY16. He expressed optimism that the Board will approve the proposed comprehensive fee increase and other key budget parameters for FY12 at the February meetings; he expects that there may be some pushback regarding budget assumptions projected for the out years. He noted that the College would experience deficits in the out years if the College were to limit comprehensive fee increases to the rate of inflation. Such a decision would have a significantly negative effect on projected tuition revenue.
- Mr. West reviewed the operating budget for FY11 and future scenarios. He noted that the key pressure points continue to be the comprehensive fee, financial aid, compensation, and the capital budget. He suggested that a decision to limit future comprehensive fee increases would have a significantly negative effect on projected tuition revenue.

