

Alumni Council
Committee on Diversity, Equity, and Inclusion
August, 2020

Mission, Goals, Core Values and Principles

Colgate Alumni Council:

The mission of the council is to support the University; advance Colgate's Third-Century Plan; promote dialogue among alumni, students, faculty, university administration, and the Board of Trustees; and to promote alumni engagement. The Alumni Council convenes at Colgate three times per year and is available to share updates with and hear perspectives from the alumni body year-round.

Mission: Examine opportunities for the Alumni Council to integrate diversity, equity, and inclusion in all its functions.

Why: Colgate University has been missing the representation of individuals who were a part of minority groups on campus. It is important that we as a council focus, invite, and hear the voices of those alumni in order to ensure that we speak clearly and genuinely on behalf of all 33,000 alumni of our great university.

Long Term Goals (2 years):

1. To address alumni representation on the Alumni Council, including membership criteria and selection process; create a set of guiding principles for the Nominations Committee prior to their selection of members in summer/fall of 2020
 - a. What policies and procedures can we/should we add to this section?
 - b. Are there other policies and procedures we should add for all subcommittees?
2. To make recommendations to the officers on minimal competencies specifically regarding blind bias and feelings of inequity for all members of the Alumni Council; identify training materials and required reading by January 2021
 - a. Is training viable?
 - b. Surveys, quizzes, etc?
 - c. Reading?
3. To support Colgate University's efforts to create a more inclusive and supportive environment for all students, faculty, and staff; serve as advisors to the DE&I Task Force on campus

Near Term Goals (6 months):

1. Meet with every chair to understand which aspects and how DE&I touches their areas
2. Gather data around diverse makeup of AC
 - a. Gender
 - b. Race
 - c. Age Groups

- d. Do these jive with current Colgate campus and era groups
 - e. Future consideration:
 - i. Geographic
 - ii. Socioeconomic
3. Finish Reading recommendation

Principles and Core Values:

1. Core Values
 - a. Service to others
 - b. Open-mindedness
 - c. Empathy
 - d. Perseverance
 - e. Optimism
2. Principles:
 - a. To offer opportunity to those that can't speak up or advocate for themselves.
 - b. Embrace differences across the following known diversity factors (we will look to re identify every September meeting):
 - i. Black/African American
 - ii. Asian/Asian American
 - iii. Latinx
 - iv. Female/Male
 - v. Sexual Preference
 - c. Empathize Madly: Be willing to put yourself in someone else's shoes to understand their side, their thoughts, and their experiences when making decisions on or for the council.
 - d. Changing the perception of the Alumni Council will be tough in nature. Be intentional in our committees and subcommittees in how we strive towards diverse success.
 - e. Invite change knowing that a more diverse and equitable Colgate will only serve the University and the great students and alumni of it.

Sample strategies:

- Work with our Alumni Council leadership to including DE&I in the annual nominee criteria for membership
- Work with our Alumni Council leadership to consider how the membership reflects the entire alumni body and/or the current campus profile
- Make intentional efforts to solicit diverse nominees for the alumni board from other volunteers or staff
- Strongly suggest council reading to level set DE&I foundation
 - By September Meeting - Into the Light: The Early African American Men of Colgate University Who Transformed a Nation, 1840 - 1930
 - By January Meeting - White Fragility
 - By Reunion Meeting - TBD

- Set a tone of "*being bold*" and educating the Alumni Council on the serious impact of DE&I
- Consider additional designated positions on the Alumni Council for diverse candidates such as LGBT, First Gen, etc. in order to be intentional and action-oriented
- Figure out how to get alumni board representation at First Gen graduation
- Look for ways to engage those who have been disengaged for whatever reasons, and who have backgrounds that would benefit the Board
- Urge Nominating Committee to consider unengaged candidates whose voices need to be at the table
- Awards Committee - Can we recognize a "mid-career" nominee of Maroon Citation
- Awards Committee - Can we recognize alumni that give back in ways other than direct service
 - For example - alumni who help kids get into Colgate or recruit them from inner city
- Ensure that first gen alums are represented on the board; devise a method to identify such candidates.
- Add *The Privileged Poor: How Elite Colleges Are Failing Disadvantaged Students* to reading list options