

## BOARD OF TRUSTEES SPECIAL MEETING

### Culture and Compliance

August 12, 2020 5:00pm - 7:30pm

In accordance with Governor Charles Baker's March 12, 2020 "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, § 20" and the Massachusetts Attorney General's Office's March 12, 2020 Guidance, please note the following: Notice is hereby given that a meeting of the Massachusetts College of Art and Design Board of Trustees will be held through remote participation via call number:

link: <https://massart.zoom.us/j/98338214572?pwd=K0JvdCtteElnV3Y3V2dQRzNSOC9CZz09> OR

Dial: +1 646 558 8656; Meeting ID: 983 3821 4572; Passcode: 717578

### Minutes

**Trustees attending:** Jan Saragoni (Chair), Daren Bascome, Elisa Hamilton, John Intoppa, Denise Korn, David Lee, Peter Nessen, and Pamela Parisi. Kym Pinder (ex-officio)

**Trustees absent:** Karen Keane and Linda Snyder.

Others: Brenda Bailey, Alisa Chapman, Karalynn Gau, Lyssa Palu-ay, Gina Yarbrough, and Susana Segat (board secretary)

Chair Saragoni called the meeting to order at 5:00pm. She noted that it was a public meeting, identified the trustees who were present, and went over the agenda. President Pinder gave some historical context: a few years ago, the MassArt community organized for antiracism efforts with a list of demands, and one of the demands was this type of training for trustees. Dean Palu-ay introduced the concept of organizational culture and compliance.

#### Part 1: Compliance

Chair Saragoni invited Alisa Chapman, executive director of compliance, to make her presentation. Executive Director (E.D.) Chapman introduced herself and started a slide show presentation. E.D. Chapman described the equal opportunity, diversity, and affirmative action plan (EO plan). This plan outlines the college's commitment to providing a learning and working environment free from harassment and discrimination. It covers the policies against discrimination, discriminatory harassment and retaliation, and sexual violence. It includes efforts to prevent such behaviors, reasonable accommodations for persons with disabilities, mandatory child abuse reporting, and complaint response, investigation, and resolution procedures. She noted that new federal Title IX regulations were going into effect this Friday.

E.D. Chapman defined terms, including complainant, preponderance of evidence, respondent, discrimination, protected class, responsible employee, and sexual harassment. She described some differences between the student code of conduct and Title IX regulations. E.D. Chapman gave a broad overview of the process used when a complaint is heard. She discussed ways to mitigate even the perception of retaliation, gave examples of what complaints sound like, and suggested appropriate responses. She reminded trustees that there is no guarantee of confidentiality and noted the importance of reporting. She gave examples of how best to proceed with caution and compassion. She said that incoming students are required to take courses on this subject through online learning modules and that there will be trainings on people's rights and on the new regulations.

At 5:57pm, Chair Saragoni asked trustees to take a five-minute break.

At 6:02pm, Chair Saragoni resumed the meeting.

#### Part 2: Culture

Chair Saragoni invited Lyssa Palu-ay, dean of the office of justice, equity and transformation (JET), to make her presentation. Dean Palu-ay introduced Brenda Bailey (JET assistant director) and Karalynn Gau (executive director of institutional research, effectiveness and planning). Dean Palu-ay discussed the integration of compliance and culture at MassArt. She described the justice, equity, diversity, and inclusion (JEDI) principles that emerged from the college's strategic plan.

Assistant Director Bailey discussed some of the reasons that students might protest, ways protests are traditionally enacted, and gave a brief tribute to Congressman John Lewis. She described the college's involvement with student activism, at the high school level through BLACKatBLS, and at MassArt through the Artists of Color Union (ACU). She gave examples of how the original student demands were met, including: the creation of psychotherapist and justice/equity outreach development positions; programs for students, faculty, and staff (anti-racist dialogues, undoing racism, inclusive facilitation training, thriving classroom workshops); housing and resident life social justice programming; and including search advisors in faculty/staff searches to ensure a just and equitable process. In addition, academic affairs met demands by: diversifying faculty by hiring four new faculty of color in 2020-2021; adding bilingualism and experience working with a diverse student body to the faculty preferred qualifications; and implementing department program reviews, of which ten out of fourteen are completed.

Dean Palu-ay quoted the JEDI priority from the 2018-2023 strategic plan: "MassArt will foster equitable and authentic participation by sharpening the skills, tools and will to practice justice at the forefront of our decision making, support systems, and educational and interrelated practices." She said that JEDI principles are not separate from the rest of the college's work; these principles are systemic and a community-wide investment.

Trustees were led through an exercise exploring the concepts of equality versus equity versus justice.

Dean Palu-au then gave some examples of JEDI projects and described the JEDI governance committee. She introduced the JEDI Project Worksheet and asked Executive Director (E.D.) Gau to lead trustees through a data report. E.D. Gau pointed out that there are students and stories behind every number. She discussed the state's performance measurement reporting system and the Department of Education's data center and data-flagging system. She discussed retention and completion data, which compare favorably with our AICAD peers. She noted opportunity gaps between Hispanic and White students and between African-American and White students. She noted that the data is open to the public through the MassArt website's Institutional Effectiveness page, which includes performance reports and vital signs.

Trustees discussed the importance of correcting opportunity gaps. Dean Palu-ay noted that the Department of Higher Education had honored MassArt by naming us an Equity Institution, due to our strategic and JEDI efforts. This honorific would include funding to support our equity agenda.

Chair Saragoni thanked everyone for their presentations and noted they shined a light on how the college works, what is going well, and what could be better. Trustees discussed the role of public relations and visibility in telling our story and sharing resources. They discussed the power of the Artward Bound summer programs in building a pipeline to the next generation of active artists in our community.

On a motion duly made and seconded at 7:10pm, it was  
VOTED: To adjourn.

Background documents: <https://massart.edu/sites/default/files/EOPlan.pdf>; <https://massart.edu/jet>