

Diversity & Equity Committee

Meeting Minutes

3 June 2022

Attendees: Dani Trimble, Marie Boisvert, Sue Orchard, Serena Murray, Leszek Cromwell, Gabino Salgado, Jamie Nelson, Danielle Casey,

New Business:

- First meeting in fall welcome back meeting for new members. Planning session date to be determined. Sense of direction for next year with time for reflection.
- Dream Teams-
 - Marie's team: main themes were accountability for institution sticking to strategic plan and as a DEI committee. How to hold ourselves accountable.
 - Advisor versus committee role
 - Plan resources, where does money come from and how do we use it responsibly
- Team One: Morgan, Alyssa, Gisela
 - Accountability trying to bring others into DEI work
 - Collaboration, welcome more faculty and athletics, give faculty a specific role. Add a report on how it would affect their departments
 - More engagement with Revolution Labs to achieve this.
- Team Two: Marie, Abby, Shane
 - Advisory group: research and advisory arm, committee that had different wings for different functions, one function is to bring others in, another to steer direction, one to get new information in/out and raising visibility of what committee is working on. Determining year's priority, budgets, and guiding principles, how to avoid burnout for members.
 - Action portion of committee working on actions, amplifying role of DEI helping advise faculty, build structure to complete actions, incentivize additional collaboration for faculty or any other participants. Get committee recognized in order to help faculty meet their obligations of service. How to change structure in order to be recognized and have each department represented here.
- Team Three: Danielle, Dana, Serena

- Structure: faculty and Staff chair and co chair. Small group work, larger groups meeting less often. Chair and Cochair check in with smaller groups and actions shared in group with everyone.
- Membership: Inviting people to join versus applying. Invite underrepresented groups
- Inviting students other than ASLCC and making
- Group Four: Sydney, Cedrique, Sue
 - Small groups, coming into meetings with a better understanding of what goals to accomplish. Break objectives into more manageable ideas. Google Doc for everyone to add ideas for small groups for structure. Professional development, 21 day challenge, and sub committees were used in the past. Projects could be done annually.
 - Include students in the hiring process for faculty, add DEI work into positions on campus.
 - Clearly defined roles will help ensure that more actions are completed.
 - Add DEI into Ops Council reports, have departments add what DEI actions they are taking as well. One step towards accountability.

- When goals are not accomplished it is difficult for the committee. Pulling more people in: lets remove barriers-more people may be interested. Do more actions to keep members involved and highlight differences.
- Structure: Do we want to add additional structure? Marie: small group that puts forth action items that we want to accomplish. Challenges-can we work during the summer to plan for next quarter. Shane: We need to decide leadership because members need to step away. Sue: stipend work for faculty over the summer. Make a contract for faculty for the summer. Abby: is working over the summer and is willing to come. When will new leadership transition happen? Dani: we need the committee to decide this. Jamie: set a goal for transition to happen in new fiscal year. Check in with leadership nominees. Need to make a form to nominate. Sue: consistent presence to help Chair and Co Chair. Marie: use a small group to build form and choose structure so we will have it going into summer.
- Small group: Jamie, Ale, Shane, Sue, Serena.
- Dani: does not want to be involved in decision making, but wants to be a resources.
 - Sue and Serena will schedule small group meeting.

