

## Diversity & Equity Committee

### Meeting Minutes

23 September , 2022

Participants: Abbie Leavens, Ale Sanchez, Alyssa Mayclin, Ariana Muro, Cedric Chaney, Leszek Cromwell, Danielle Casey, Dani Trimble, Shiree Bent, Nicole Faber, Jennifer Houge, Wendy Hall, Richard Arquette, Jamie Nelson

Wendy Hall: Employee data-comparative questions. This may seem far off, because we did not survey the entire population. Added ethnicity module last spring, doing another survey October 4th. Program has been transformed and more focused on DEI. Two employee and two student surveys coming soon. Raw data received, Wendy compiled data with a structure with four benchmark areas, yellow-benchmark indicators: new categories political orientation. Some data has been redacted. Red is summarizing demographics that fell above or below (we need to pay attention to these).

Dani: Is it possible to add questions for context? Are these low numbers because few responded-example Asian employees?

Wendy: Questions are broken up individually, starting on page 10-level of comfort. Happy to add individual questions for better understanding. Summaries beneath indicators should be helpful, although it may be difficult without being able to talk to respondents. Could not record data with 5 or fewer responses. High reading level (college level) survey with a lot of specific terminology. Which could have been a student barrier. These surveys may be continued depending on decisions after looking at responses. We may be able to add a supplemental question. Benchmarks are very helpful when looking at local problems.

Discussion of additions for better data comprehension.

Dani: Concern-benchmark of 2 year institutions. Biased response team, this is very important information to know for an institutional response not just for the survey, but to address. Are we still going to move forward with Biased response model? There have been no reports in 2 years.

Sue: We have a protocol, if its reported, then its reactionary. What to do to provide support to the individual. Many people do not report because they are afraid or do not know where to report.

Ale: Comments: remove affirmative action? One comment was about males being discriminated against, and one for reverse racism. If these comments come from employees, it's scary.

Jamie: Many people walked out of required training.

Conference in October.