

Committee on Diversity, Equity and Inclusion (CDEI)

Agenda – January 21, 2021 at 4:00 pm

- 1) Roll Call. A volunteer is needed to take minutes.
 - 2) CDEI Membership:
 - a. This has been at the bottom of recent agendas and not addressed yet.
 - b. We need to formalize a membership process. Ideas?
 - 3) Strategic Action Plan:
 - a. Discussion on the outcome from faculty meeting held on Dec. 8, 2020.
 - b. Discussion on the outcome from the townhall held on Dec. 10, 2020.
 - c. What do we need to edit? SAP has already been modified to explicitly state “Draft” for now.
 - 4) Goals for 2021
 - a. Working in sub-committees is likely more efficient. Let’s set some goals and timelines:
 - i. Faculty/Staff subcommittee
 - ii. Student Affairs
 - iii. Curriculum
 - 5) Other questions, comments, concerns?
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MINUTES:

- I. Phoebe took the minutes. Members present: Mattanjah, Phoebe, Melinna, Bryanna, Steve, Olivia, Quyen, Dimagi, Junru, Gab
- II. CDEI Membership
 - a. Graduate student membership
 - i. Discussed having a graduate student committee that then nominates students to be on different committees like the CDEI. This idea has already been approved by the department but no progress has been made toward it so far, need to push the department. Decided a student should send out an email to the department informally to encourage enrolling in the committee (Phoebe will email graduate students)
 - b. Undergraduate student membership: will reach out to head of Chem Club for undergraduates
 - c. Post-docs: will email listserv
- III. Strategic Action plan
 - a. Faculty meeting feedback
 - i. Some pushback by a small subset that feel too many changes too quickly

- ii. Remove the term “weeder courses” → this has been done, generalized just to courses
 - iii. SAP draft will tentatively be voted on for approval at the March faculty meeting, and hopefully approved
- b. Outcome of townhall held Dec. 10, 2020
 - i. Focused on “hidden curriculum”, undergraduates doing research in labs
 - 1. Not an item from the 10 point list but something the committee could bring more awareness to via department website
 - 2. On department webpage discussing Chem 99/199 we could also guide undergrads on how to reach out to research groups, find a group you’re interested in, email professors, etc
 - 3. This document/flow chart might already exist, Bryanna will check with Chika
 - 4. Found document, may need to be updated

IV. Goals for 2021

- a. Faculty/staff subcommittee
 - i. Will focus on FS3 from draft SAP: Want to work on a way to have student-student or student-faculty guidance on how to report student/faculty power dynamic issues
- b. Student Affairs
 - i. Will start working on SA2 from draft SAP (increase student participation in departmental governance)
- c. Curriculum
 - i. C2 from draft SAP is mostly done to the extent possible given COVID
 - ii. It was proposed that we change this title of C3 to “increased townhalls”
 - iii. C4 will probably take until the end of the year. Brandon Greene tried to send out an end-of-the-year questionnaire to students.
 - iv. C5. This is longer term.
 - 1. Introductory course for non-chem majors
 - 2. Request was made to writing program relating to chem lab exceptions, didn’t hear back, Steve will follow-up this week with Frank Brown, Chair of the Curriculum Committee
- d. Townhalls ideally 1 per quarter
- e. Subcommittees should meet once/month