

Committee on Diversity, Equity and Inclusion (CDEI)

Agenda – December 1, 2020 at 12:30 pm

- 1) Roll Call. A volunteer is needed to take minutes.
- 2) Strategic Action Plan:
 - a. Will be presented at faculty meeting on Tuesday, December 8th
 - b. What do we want to focus on? Who should present this? Chair, or as a group?
- 3) Townhall:
 - a. We need to set a date
 - b. Topics we will discuss:
 - i. Update on Student/Faculty power dynamics and what can be done. Update on conversations with:
 1. Don Lubach, Associate Ombuds
 2. Alison Butler, Associate Vice-Chancellor for Academic Personnel
 3. Susannah Scott, Chair of the Academic Senate
 4. Jon Winterbottom, Advisor to the Charges Officer, Academic Senate
 - ii. Comments on some of the lessons learned and what can/should be done:
 1. General consensus during the Joint FS/SA sub-committee meeting that the Department itself doesn't have the tools/resources to directly address Faculty/Student power dynamics (with the exception of the Chair intervening).
 2. Providing a workflow on the CDEI website for available resources would be the most valuable in addition to offering assistance in guiding students through the processes.
 3. CDEI students rather than faculty could serve as the initial point people. This would help to eliminate some of the barriers.
 4. Agreed that we should ask Jon Winterbottom for possible faculty and CDEI training on these issues.
 5. Mentoring evaluations were a popular proposition. Can make these available to all PIs in DCB
 6. Alternatively (or in conjunction), can ask campus agencies to perform internal surveys.
 - iii. Curriculum subcommittee updates:
 1. Lots of work done here. Perhaps one of the members could update?
 - iv. What do we need to have in place prior to the townhall.
 1. Assign tasks
 - v. CDEI Membership
- 4) Other questions, comments, concerns?

MINUTES

Start: 12:35PM

End: 1:15PM

1. Members Present: Gab Menard, Heather Gardner, Steve Szabo, Mattanjah DeVries, Bryanna Sylvester, Dimagi Kottage, Javier Read de Alaniz, Melinna Nguyen, Olivia Hwang, Ziyue Zhu, Brandon Greene

Heather Gardner volunteered to take minutes for this meeting

2. Strategic Action Plan – to be presented at Faculty meeting on Dec 8th. a. How should we present this? Committee chair, or group presentation.

Steve recommends that Gab presents the introduction and have subcommittees present their own action items. Heather wants to consider presentation/intro of committee and give them the plan to review and offer opportunity in future meeting for response/questions. Gab will introduce and invite input.

3. Town Hall – Tentatively scheduled for next week (Thursday, December 10th @ 12:30pm)

a. Formalize introductions

b. Present Strategic Action Plan

c. Affirm that CDEI doesn't have the power to address student/faculty dynamics, but we will present resources that can address these issues at a higher level.

i. Workflow document will be presented to highlight the escalation process for these types of issues.

ii. Have student CDEI members offer the first steps in this process

1. Javier suggested finding training for these students so that they know how to effectively offer this type of guidance.

2. Gab – John Winterbottom is the campus point person for this type of training and we can reach out to find out how to initiate this process

d. Sending out SAP ahead of time, present a brief intro at beginning of meeting and open up for questions/comments

e. Other Updates:

i. Curriculum Subcommittee i. Looking for data from faculty to initiate surveys to students (Brandon)

ii. Website Inclusion page has been updated i. Read mentioned that Ombuds have proven helpful for some issues as a starting point

f. CDEI Membership i. How do we have students create their own Committee on Committees? 1.

Steve – Give students the opportunity to lead this effort among themselves

ii. Mattanjah – the Chair appoints committees so we need to check to see if student membership will need approval at a higher level, or can the student members self nominate? Gab will ask Steve before the faculty meeting.