Minutes

The meeting was called to order by Tom Browne at 10:00am.

Review agenda
No changes were made to the agenda.

Introduction of Louis Macias, associate dean for diversity, equity and inclusion
Louis Macias is the first associate dean for diversity, equity and inclusion in the college and began his position on January 18, 2022. Louis has been meeting with peer associate deans, department chairs, and various colleagues in the college and on campus, and will continue to do so. Louis is currently focusing on four priorities areas: 1) the college professional development requirement, 2) centralizing data, including deciding what data gaps we have and how we use data to help make decisions, 3) faculty engagement, and 4) graduate student engagement.

Approval of January 14, 2022 meeting minutes (attachment)
Laura Hernandez made a motion to approve the January 14, 2022 meeting minutes. Bret Payseur seconded the motion. The motion was approved with a vote of 10 yes, 0 no, and 0 abstention.

Subcommittee updates

Communications
The communications subcommittee has developed a list of potential projects and would like to discuss them with Louis Macias, to ensure they are in alignment with his office. For example, one idea is to refresh the website to ensure it is reaching and connecting to all audiences, including undergraduate students and ensuring they can find resources. The subcommittee has also discussed whether to keep or discontinue the subcommittee.

Department planning
The department planning subcommittee is working on a department guidance document with seven major recommendations. The subcommittee feels a sense of urgency and importance in moving forward.
Lunch and learn
The lunch and learn subcommittee is working on spring topics, which will include an update from the Dean’s Office and information and data related to the healthy academics toolkit.

Recruitment and retention
The recruitment and retention subcommittee is working on ongoing projects related to topics such as segregated fees, international student fees, faculty salary equity, and faculty startup packages. Maternity/paternity for leave for graduate students is another item for the subcommittee to consider.

College updates and questions from the committee
Not discussed due to time.

CALS climate survey feedback
The college would like to gain the committee’s feedback on the climate survey conducted in the fall of 2020. What was your experience taking the survey? Was the data provided useful? Did it impact departmental plans or activities? Is it worth continuing?

Feedback from the committee:
• The survey is useful to continue. Multiple committee members agreed.
• The college is not diverse enough for specific data to be shared, so it was difficult to dissect it. It also brought to light how non-diverse we are.
  o Some of this is also a factor of how small departments are.
• One department has been using the data to address issues, such as salary raises for graduate students.
• One department had a community-wide discussion about the climate survey which led to important realizations about people who feel unwelcome and disrespected.
• The survey assesses how people feel about climate but doesn’t ask about what leads people to behave in ways that cause climate issues. How big is the problem? Is it bad actors or structural/innate tendencies that apply across the board? It would be nice to know who or what we are targeting for change.
  o Unsure if people would be honest answering those questions but we do have observed behavior.
  o We need to provide a bridge between prevention and accountability.
  o We need to hear from people being wronged and have them feel like something will happen if they say something. How do we get them to speak out when accountability is not apparent or transparent? We need to show action.
  o Can we shift the survey to ensure we are collecting this type of data?
• When the survey is sent out, it would be helpful if it was accompanied with a plan of what will be done with the results. What are the goals or the questions it will address?
• How do we get people beyond the check box for DEI training and how do we measure that?
• Can we tell people what was done as a result of the climate survey and what action items were completed?
  o The college would like to do that in the future. For the first survey, the data was used to initiate conversations in departments.
• What about a quarterly pulse survey as way for the organization to continue looking at the data?
  o We are inundated with surveys and we had less than 50% of people respond to the college climate survey. We need to make sure we are getting quality data.
  o Maybe there is another way to obtain the data beyond a survey.
• Unsure if departments should be the ones to follow up on the data and next steps. A centralized effort might work better.
• Data is good but it is not useful if departments don’t have resources. We don’t have the staff, time, funding, etc.
• Students are becoming frustrated because we have the department data but there is so much that is not known/understood/shared and students see a lack of follow through, often due to lack of departmental resources. This is a major issue.

Additional item: Tom Browne will send out an email requesting volunteers to review the college Equity and Diversity Award nominations.

Adjourn
The meeting adjourned at 11:07am.