

10/15/2025 Equity and Diversity Committee Meeting Notes

Attendees: Christelle Guedot, Tom Browne, Paulo Falco Cobra, Amanda Givens, Amanda Gevens, Ophelia Tsai, Al Kovaleski, Victor Cabrera, Veronica Law

Not present:

Guest: Glenda Gillaspy, Liza Chang

MINUTES

This meeting was called to order by Christelle Guedot at 11:30 am.

Welcome/Review Agenda

No changes/additions to agenda

All committee members introduced themselves

Approval of September 10, 2025 minutes.

Amanda Gevens moves to approve minutes.

Victor seconds motion to approve previous minutes.

Without any revisions, the motion to approve was made unanimously

Update from CALS Student Engagement Team

Presented by Tom Browne and Dr. Liza Chang

The team will focus on fostering belonging among students and working between departments. Climate surveys will inform decisions. Shared information on CALS Academic Affairs and relevant programming. Student engagement as a connector of different programs students can participate in. Student engagement helps students find their “why” and engage in outreach, conduct drop-in sessions with students, and conducting outreach. Some activities will be presented for graduate and post-doctoral students. Roadmap focusing on creating student focus groups and ways to connect with all students and creating student advisory boards. Fall Engagement initiatives for undergraduates including CALS student organization fair, small town and rural students event, check-in session, and Inter-Ag 155 first year seminar. Graduate and postdocs will have networking events, website resources, email communications. Faculty and staff will have a CALS first-year seminar instructor gathering. Work with EDC can help inform decision making and address student experience. Questions regarding what types of events will be present to connect student interest groups and how to maintain communication with graduate student organization leadership. Attendees are encouraged to bring information about relevant student organizations and activities.

Update on discussion regarding consultant by Tom Browne

Working with the office on strategic consulting to explore consultant options. Will discuss opportunities for what they can bring to the table regarding climate survey. Consultants will help

to help organize information more effectively. What can be prepared before the meeting with strategic consulting (October 23rd). The committee will have to create expectations for consultants: what is the role of consultants and how can we align our goals? Some members wonder about previous involvement from consultants. Informed that some of the prospective consultants have worked with the college before. A discussion of this took place.

Subcommittee Reports

Christelle Guedot

Survey was divided into three subgroups

1. Al: Workload, work belong, supervision, pay time/location
2. Tom: CALS experience, HIB, sexual harassment, thoughts of leaving, overall experience in departments/CALS
3. Christelle: Department-centered programs/units: belonging, communication, department goals, managing change, climate

Each subcommittee presented their initial findings, which were discussed by all members of the committee.

Meeting closed at 12:55 pm.