

Diversity, Equity, and Inclusion Committee

Monday, February 15th, 2021

In Attendance: Courtney Jones, Francis Lyn, Valentina Martinez, Carla Carlage, Dhukong Kim, Andrea Miller, Palina Prysmakova, Stephanie Ortiz, Evan Bennett, Sika Dagbovie-Mullins, Camila Afanador, Josephine Beoku-Betts

1. Status of Mentee Program

All mentors have been contacted for the junior faculty who expressed interest.

2. Diversity Fellowship Applications:

- Prior to discussing the Fellowship candidates, Stephanie Ortiz was asked to leave the meeting as she was a candidate for the Fellowship. Following the discussion, she was asked to return to discuss the questionnaire survey.
- To facilitate the process, the committee chair set up a poll for completion after discussion. The poll was not used as there was a clear consensus among committee members.
- The question was raised regarding standards for evaluating the candidates. In ROCA, the evaluation process is based on merit, including whether the researcher would be able to accomplish their project in a timely manner. However, given that a specific goal of the DEI committee is to help junior faculty prepare for and obtain tenure, the consensus was to employ a combination of merit and support as the basis to evaluate.
- Other suggestions were that since the candidates are all BIPOC scholars, we should consider which societal groups are likely to benefit from their scholarship and the relevance of their work to social justice issues.
- Given the excellent quality of applications for this fellowship and the fact that the DEI Committee still had enough funds left over from other disbursements, it was decided to add a third fellowship. A motion was put forward and seconded to increase the number of fellowships from 2 to 3.

- The three candidates selected were Candace Cunningham, Ash Kini, and Stephanie Ortiz.
- 3. Committee Chair will inform the Dean of the decision to increase the number of fellowships from 2 to 3. The committee will be informed of the outcome and successful candidates contacted, following approval of the Dean.**

4. Discussion on how remaining funds will be used

- The original document outlining responsibilities and training objective of the DEI Committee as follows:

The Committee will act as a consultative body for purpose of advising the Dean on the College's diversity and inclusion issues as they relate to faculty, staff, and students. The Committee shall: (1) Meet at least twice each semester, (2) Manage dedicated budget to be used as the Committee deems appropriate to enhance diversity and cohesion within the College's community faculty, staff, and students, (3) Assist in training of faculty and staff search committees to ensure best practices for inclusive searches, (4) Towards the end of each academic year, deliver a report before the Faculty Assembly on the status of diversity and inclusion within the College. To the extent possible, said report shall compare current data on diversity in the College to that of previous year(s), and other Colleges or comparable units at the University.

- Provide funds for those who need to hire a reviewer to assist with completing a book or article for publication
- Need to plan training workshops for trainers in the college to improve overall expertise on DEI matters.
- This matter will be discussed in more detail at the next meeting.

5. Discussion on Survey Questions

- Our targeted participants are all faculty of color: BIPOC cluster hires, non-tenure track BIPOC faculty, tenured professors who are BIPOC.
- It was decided to reduce the number of questions from 10 to 5 to increase the response rate for completion of the survey. Some of the questions overlapped and could be combined. It was advised to exercise caution when combining questions so that the nuances of particular questions are not missed.
- The original version of the survey will be kept as a basis for comparison with the revised version which will be edited ahead of the next meeting.

6. Next Meeting

- Next meeting scheduled for Monday, March 29th
- The meeting was convened at 11.00 a.m.

Respectfully Submitted by Josephine Beoku-Betts