

October 2020 DEI Working Group Meeting Summary
October 22 & 29, 2020 at 1:00pm

The DEI Working Group met twice in October with a focus on the group's strategic plan.

OCTOBER 22, 2020

- On October 22nd, Dean Grandjean joined the first part of the SAS DEI meeting and shared ideas on strategic planning which included an emphasis on exemplifying “you belong.”
- The group discussed the benefits of creating a document to characterize the committee. The document would define roles of committee members, the terms, functions, and a charge for the DEI Working Group.
- Once Dean Grandjean left the meeting, questions arose about the working group’s purpose and future function. Therefore, a follow-up meeting was scheduled on October 29th.

OCTOBER 29, 2020

- During the October 29th meeting, The SAS DEI committee invited Dean Grandjean to meet with the group and clarify its role in drafting a strategic plan. Several committee members had questions regarding this. The Dean provided the history of DEI in SAS and stated that the Working Group is a standing committee, headed by the Diversity Liaison, with a charter specifying purpose, terms, etc.
- The DEI Working Group is currently establishing a charter. The group will review and discuss the draft charter in the November meeting.
- The following question was raised.
 - What resources will be made available to support the strategic plan? The Dean emphasized that there is more to this than money, it is also a commitment by people.
 - New, “outside-of the box” ideas were encouraged; however, efforts to find resources identified will be made if needed.
- Dean Grandjean brainstormed with the group on recruitment and retention ideas for students, faculty, and staff.
 - The committee is to identify challenges and each department/unit should decide how to confront them.
 - The working group will write general concepts for recruitment and retention, and departments will develop objectives, implementation plans, and needs for

resources. The working group will monitor and assess and compile information into a progress report.

- The focus is to develop a draft of the action plan with challenges to share with each department. The next step is to submit a draft of the Equity in Action Plan to the Division of Diversity and Community Engagement (DCE).