

November 2020 DEI Working Group Meeting Summary

November 12, 2020 at 1:00 pm

PATHWAYS TO EQUITY

Diversity and Community Engagement (DCE) has updated their timeline and is working to finalize a Diversity Equity and Inclusion plan called *Pathways to Equity*. The goal is to finalize this plan in 2021.

Due to the Pathways to Equity plan, it is the DEI Committee's goal to have the SAS plan ready by March 1, 2021, for DCE review. The latest draft is now in circulation for review.

IDENTIFYING CHALLENGES

The main goal specified for the SAS DEI committee is to identify challenges and let departments decide how to address challenges.

The challenges discussed are recruitment, retention, education, and communication. Since each department within SAS is very unique, individual departmental goals need to be developed to address deficiencies that are identified. The committee thought that it would be helpful to include specific examples under each heading in the plan. There may already be actions in place by some departments that could be shared with the entire school to generate ideas.

FUNDING

Funding was addressed and some members of the committee questioned how some of the action items would be funded. However, in an earlier meeting Dean Grandjean told the committee not to currently be concerned about finances.

The committee members discussed the following items.

- Provide support for professors (such as DEI related research).
- Endorse a chair for minority candidates and move a full impact scholar.
- Involve development with corporate and community partners and weave in faculty funding.
- Involve alumni for ideas and to possibly provide resources that the university may not currently have.
- Mentor students and mentor in research.
- Develop student networks.

The next steps include:

1. Finalizing the current document.
2. Submit the document to Dean Grandjean for feedback.

A final charge of the committee is to finalize a developed plan. The meeting for this will be scheduled in December.

