

**November 2020 DEI Working Group Meeting Summary
January 26, 2021 at 1:00 pm**

LOLITA GREGORY NAMED AS CO-CHAIR OF THE DEI SAS COMMITTEE

Lolita Gregory will co-chair DEI SAS committee with current chair, Amy Fisher.

PROPOSED DEI STRATEGIC PLAN

Dean Grandjean received the proposed strategic plan prepared by the DEI Committee. Each SAS department chair received the plan to use as a guide to develop individual departmental strategies.

Members of the committee are aware that they may be called upon to provide more information and guidance to their respective departments. Two members of the committee reported that they have been contacted to do so.

The committee members agreed that the DEI Committee is here to provide support to our departments and share ideas. Departmental ideas will vary as each unit within SAS is unique.

DEI CHARTER

Since the DEI SAS committee is new; there is the need to complete an official Charter.

Committee members discussed several considerations which included student body representation from the various departments in SAS. Members also discussed if student representatives should be voting and contributing members.

There was further discussion on how to go about selecting student representation, including how many students should be on the committee, from which departments, and if there should be a balance between graduate and undergraduate student representation.

Committee members discussed staff representation and terms of service on the committee. The committee believes plans should be implemented to ensure a fair balance of representation.

The DEI Committee will share the Charter once it is completed and approved.

SAS GRADUATION CEREMONY DISCUSSION

Committee members discussed creating a balance of representation during graduation ceremonies.

The ideas included having representatives from various other ethnic groups such as Latino, Choctaw, African, etc. to serve as active participants in the graduation ceremony. These representatives would take the place of, or with the traditional performers (bagpipers).

The committee continues to brainstorm ways to promote diversity, equity and inclusion in the School of Applied Sciences.