SEPTEMBER DEI IN SAS MEETING SUMMARY

The Diversity Equity and Inclusion Committee for the School of Applied Sciences met on September 22, 2021.

EQUITY-IN ACTION-PLAN FOR THE UM SCHOOL OF APPLIED SCIENCES

After the DEI Committee received a charge from Dean Grandjean, we discussed the School of Applied Sciences Equity-in-Action plan.

The DEI Committee is on track to finish the Equity-in-Action plan by October 1, 2021. Dean Grandjean asked for verbal feedback from the committee in order to revised drafts and put into a format with 4-5 measurable objectives. Committee members shared feedback received from the different departments.

Feedback included

- Draft language offered no substantive changes.
- The plan is not a checklist. The document is a vision statement that offers scaffolding for departments to provide clear objective statements (SMART Goals).
- Clarification is needed regarding annual training. Is annual training necessary? Training once a year would be the bare minimum.
  - Diversity training may include examples to show that training would not be limited to the University of Mississippi.
  - Would there be resources to support funding of training outside of the University of Mississippi?
  - Departments could apply for funds to support diversity training for staff and students.
  - Language will be updated to indicate that training could include sources outside of the University of Mississippi.
- A variety of recruitment efforts would be needed. Dean Grandjean does not want this to be prescriptive.
- It was suggested that one effort could be encouraging faculty and/or students to present DEI information to grade school students.
- A clear definition of diversity is needed in the plan.
- It was suggested to incentivize students to join student organizations that promote DEI. What does that look like? Would there be a point system for activities that promote DEI, or point out that it is an important part of a resume? Social media recognition was also discussed.
- Provost Scholars Program for students in Pathways to Equity Plan.

Dean Grandjean asked committee members to thank faculty for their feedback.
NEXT STEPS FOR DEI COMMITTEE

- Pull out key metrics for Equity-in-Action Plan and boil down to five key objectives.
- Dean Grandjean will review the plan, make revisions and return it back to the DEI Committee for comment.
- Once Dean Grandjean hears back from the DEI Committee, he will send it to Dr. Mead, Vice Chancellor for Diversity and Community Engagement.

Steps for Committee

DEI CHARTER

- The DEI Committee will be innovative and forward thinking to complete the following activities.
  - Establish the DEI mission, vision and values while consulting with and advising Dean Grandjean.
  - Assure that faculty and staff searches comply with the DEI core values, policies and procedures for fair, open and equitable hiring processes.
  - Coordinate and market annual training opportunities for personal and professional growth.
  - Recognize faculty, staff and student excellence in DEI engagement.
  - Develop and maintain a University-wide scorecard to annually assess our environment using Hanover Benchmarking.
    - This will overlap with Equity-in-Action plan.
    - Committee will report DEI activities to encourage participation.

Assessment and response will be the annual work of the DEI Committee.

ONCE EQUITY-IN-ACTION PLAN IS COMPLETE

DEI Committee will establish baselines and create a scorecard to gather feedback from SAS departments and units.

DEI Committee will present scorecard, ending date, data needed to move forward toward a December reporting deadline.

NEXT DEI COMMITTEE MEETING IS SCHEDULED FOR OCTOBER 20, 2021