CoEnv Diversity Committee Agenda and Minutes
Tuesday May 16th, 2017 11:30am-1pm Ocean Science Building (OCN) Room 203

<table>
<thead>
<tr>
<th>Title</th>
<th>Sponsor</th>
<th>Info/Action</th>
<th>Min.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Call to Order</td>
<td>Brian Tracey/Fritz Stahr</td>
<td>Action</td>
<td>1</td>
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<td>2 Approval of the Agenda</td>
<td>Brian Tracey/Fritz Stahr</td>
<td>Action</td>
<td>1</td>
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<td>3 Approval of Minutes</td>
<td>Kristi S./Ashley M.</td>
<td>Action</td>
<td>1</td>
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<tr>
<td>4 Check-in</td>
<td>Brian Tracey</td>
<td>Action</td>
<td>5</td>
</tr>
<tr>
<td>5 Assistant Dean of Equity and Inclusion Search Update</td>
<td>Lisa Graumlich</td>
<td>Information</td>
<td>10</td>
</tr>
<tr>
<td>6 Climate Survey Results and Discussion/next steps</td>
<td>Elizabeth Litzler/Lisa Graumlich/ all</td>
<td>Information/Inquiry</td>
<td>45</td>
</tr>
<tr>
<td>7 CoEnv Diversity Committee funding</td>
<td>CoEnv Advancement team</td>
<td>Information/Inquiry</td>
<td>25</td>
</tr>
<tr>
<td>8 Video: Case Study on Perception</td>
<td>Brian Tracey</td>
<td>Information/Inquiry</td>
<td>5</td>
</tr>
<tr>
<td>9 Announcements</td>
<td>All</td>
<td>Information</td>
<td>5</td>
</tr>
<tr>
<td>10 Officer Reports: i.secretaries ii.Vice-chair iii.Chair</td>
<td>Officers</td>
<td>Information</td>
<td>1</td>
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<td>11 Adjourn</td>
<td>All</td>
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Minutes by Fritz Stahr, Ashley Maloney, and Kristi Straus

Fritz Stahr, John Meyer, Sierra Stewart, Mary Smith, Naomi Goldenson, Mikelle Nuwer, Michelle Trudeau, Erika Hartnett, Michelle Koutnik, Brian Tracey, Lisa Graumlich, Liz Litzler, Ashley Maloney, Kristi Straus, Megan Rabone. People with reported conflicts = Joe Eastham, Kristiina Vogt, Mark Warner

Check in 11:33 – 11:47

- Erika Harnett: ESS started an internal Diversity committee. This was a grassroots effort with a rotating chair.
- Michelle Trudeau: chair of SEFS diversity committee. They are working on seed grants for DIV council and thank you letters to recommenders essentially saying, “send us another student like this awesome person!”
- Naomi Goldenson: Atmospheric Sciences starting a program on diversity including a brown bag on implicit bias

Update from Lisa 11:47 ADDA search - Assistant Dean of Equity and Inclusion Search Update.

- Staff with full time job of diversity efforts – national search job ad posted in late April open until filled.
• Deadline around May 28 but more coming in that are strong. 61 apps, 45 meet basic qualifications and are being reviewed.
• The search committee is chaired by Ernesto Alvarado with Dargon Friarson, Drew Garman Lewis, Stephanie Harrington, Michelle Hall, Rick Rupan, Brett Ramey, staffed by Megan Rabone.
• Have developed rubric with 6 key skills, management, reporting and assessment, record on diversity, program development, fundraising.
• Meeting this week to discuss rankings and 8-10 people for Skype then invite 2-3 to invite to campus.
• Hope for May 31 decision, but the is pretty tight. Racial ethnic gender breakdown is confidential and the committee doesn’t know the breakdown. Committee will standby for announcement about the visits.
• Key figures including this diversity committee and Seattle MESA will be consulted

Elizabeth Litzler update about culture study 11:52 – sharing final results slides from town halls and discussions. Study results and spreadsheet links.
• Review results and recommendations about inclusion, community and culture, administration, academics and advising, resources and support, with some resources about all parts.
• Showed methods slides (# of people who responded from different groups, etc).
• Questions:
• We need to figure out how to evaluate faculty equitably (avoiding bias). Using rubrics may be helpful but it is hard to advocate for this. Faculty feel it is “too constraining”. Some persuasive arguments would be helpful. Rubrics for hiring is just one example---how do people become agents of change?
  o Chadwick Allen’s Website has example rubrics for many different levels of faculty hires that are written to avoid bias.
  o Lisa meets with search committees and discusses best practices (redacting names to remove biases of gender and race, implicit bias, rubrics)
  o We need to think broadly about how we recruit—even the name of the position can broaden the applicant pool, which makes it more likely that we get exceptional candidates. Fritz mentioned again the idea of using funds to advertise to wider pools to reach more applicants. – and Lisa mentioned that we are doing this and are not limited by funding especially after removing focus in Science and Nature journals with a high price tag to reach a lot of other more diverse lines. Fritz – due to low turn over rate in faculty – it is the most difficult to build diversity into.
• Can we prioritize recommendations from the culture study based on dollar signs? It seems that we could take care of a few of the inexpensive ones really quickly! Lisa points out that dollar cost does not equal political cost—but we should take both of these into account and figure out where we can start…and then start. Actionable items!
  o Some of these things units are actually already doing but they are not well shared.
• Michelle brings up that these articles – like http://www.aises.org/, http://www.aises.org/news/woc article of inteest here: http://www.nxtbook.com/nxtbooks/pohlyco/woc_2017spring/#/12 encouraged the SEFS department to advertise in the Winds of Change Magazine. Bringing in science about why it is important to diversity your faculty can help colleagues see why this attention is needed in the hiring process.

• How can the Dean’s office advancement team share their information? There is an impression of bloat in the dean’s office. It would be helpful to know, X% of go-map students turn us down and go elsewhere so they could have a black professor,” etc.

• Brian points out that if we think about “box-checking’ we miss something. We need to address individuals. We need to address what is going on with us internally as well as in other people around us. Keep the conscious effort to talk about hard issues so that we, ourselves, are the model of what we want to see differently.

12:37: Advancement

• We had set up an agreement that advancement would come today to talk about a budget for the diversity committee, for diverse work being done by our college. Rick is working with them on this.

• Lisa says, “Talking with advancement is always good” They are hungry for ideas.

• We will try again with them.

12:42 – 1:00 Watched the Kendall Jenner Pepsi Commercial (Case study on perception)

• Short discussion on our perspectives on this ad. Pepsi reducing really important issues to “hey, protestors, cops, we can all get along.”

• Homework—watch the Heineken commercial that is a response to this. (not perfect, but much better). “World’s apart”
  o Still using diversity issues to sell beer
  o Also share the pepsi commercial to someone else in your circle and report back in June.

1:00 adjourn