Action Items:
Everyone:
- come prepared at the next meeting to talk about faculty hiring practices
- participate in any follow up email conversation on designating subcommittees (section 8)
  - Considerations: long-term projects (undergrad/grad/faculty diversity, for example) vs. short-term, other focus areas (beyond what is listed below), advisory vs. administrative (or both, how much of each, etc)
  - Take the survey

Terryl:
- for next meeting, provide demographic data from UW and CoE

Agenda:
1. Welcome new officers
2. Remarks from Terryl
3. Vote re: workshop on outreach
4. Culture study
5. Discussion on subcommittees
6. Feedback on ½ day retreat
7. Round Table: what’s happening in your unit

Members Present:
Fritz Stahr, Oceanography
Megan Rabone, Dean’s Office
Sierra Stewart, Dean’s Office
Rick Rupan, Oceanography
Deb Kelley, Oceanography
Danny Grünbaum, Oceanography
Kyle Funakoshi, Advancement
Wendy Gibble, UW Botanic Gardens
Michelle Trudeau, SEFS
Lauren Henaker, Advancement
Joe Eastham, Dean’s Office
Batoul Al-Sadi, Oceanography
Christina Rathwell, Oceanography
Rosalind Echols, Oceanography
Megan Russell, Dean’s Office
Angie Boysen, Oceanography
Yen-Chu Weng, Program on the Environment
Claire Wainwright, SEFS
Johanna Goldman, Oceanography
12:04 Erika calls the meeting to order

1. Introduction of new officers:
   - Erika Harnett is faculty in ESS
   - Virginia: Grad student in ESS
   - Natalie: Grad student in SAFS
   - Rosalind: Grad student in oceanography

   Brief Introduction of names (Missing lots of people (AGU?))

   Natalie and Erika met last week to establish goals; initial agenda items in response to feedback from people

2. Terryl: Requested to have 10 minutes at the beginning of each meeting to share what he knows
   - Has been on the job since 9/11
   - Has been doing a listening tour (almost ready to give an update about what he’s learned)
   - Things that are in the works: sexual harassment/safe campus efforts by the college; resources on diversity webpage; quarterly workshop to focus on inclusivity (first one includes an ombudsman, Safe Campus person, etc); working on a one-pager about bias in interviews
   - Communications: new webpage, blog (include members), outreach to units
   - GO-MAP application coming up
   - SWOT analysis coming up
   - S-STEM proposal (NSF): making a more inclusive environment, helping underserved and underrepresented students (Erika Harnett is leading the writing)
   - Hiring a program manager in the Deans office
   - Requesting 500 word prospectus from people who want money for diversity projects to share with the committee
   - Environmental Justice Seminar Series funded by Alumni Association (could be as early as the spring)

Calendar of upcoming items handed out (bolded items are the ones he’s hoping for our participation from)
Rick: (to add to Terryl’s comments) Rebecca Woodgate from APL has been working on a project about sexual harassment in the field/at sea: went to a talk about a month ago (would be an important person for us to be in touch with)

3. Erika: at the end of last year, wrote a proposal for a SEED grant (via OMAD) so that groups doing outreach to diverse groups could get funding (for expenses). Wasn’t funded by OMAD, but Dean Lisa did, so we have $6000 available for this purpose
   -Megan: there is a diversity meeting fund as well, that typically has $10,000 put in each year
   -Deb Kelley: is there a place on the website where there’s information about this money and how you can get it? (No)
   -We do have one proposal that we need to vote on (or done as a subcommittee)
   -Natalie gives a brief overview: grad students in atmospheric sciences did a workshop on outreach to diverse groups (total budget was $700) (Rick R. went, thought it was great, but didn’t know any of the people) (Atmospheric science fronted the money, but is requesting to be reimbursed)
     -Apparently we had initially informally agreed to pay for it, but there was some confusion so it never got dealt with.
     -Fritz seconds, no one objects, passes unanimously

4. Pause to vote on previous minutes (conclusion: accepted)
   Christina moves to approve August, Erika seconds, approved (1 abstention)
   Ditto for November, Angie seconds, approved (3 abstentions)

5. Erika: we’re all here because we want to do something actionable, but we don’t control policy
   -Each meeting can have a theme about what people can do at the unit level, troubleshooting, etc.
   -Example: hiring practices, and using a rubric so that everyone is evaluated consistently (ESS wasn’t doing this)
   -Perhaps use the Culture Study as a guide for a focus for each meeting:
     -Culture Study results
       1. Work/life balance
       2. Communication and transparency needs to be enhanced
       3. Diversity of students, staff, faculty, lacking
       4. More diversity and inclusion policy and accountability needed
       5. More diversity, inclusion, and policy events needed
       6. People of color and international students at risk
       7. Unit community-->college community
         -Wants to implement a round-table at the end of each meeting to share what people are doing in different units and/or things that came up in the meeting that we want to take back to our units
-Rick: don’t forget about the Diversity committee “up”: we are supposed to act as advisors (not sure how this happens now, especially with Terryl in place): How do we communicate what it is our wants and desires are?
  -Terryl: right now, the committee is advisors to Lisa
  -Rick: I think then that we need some way to officially communicate with Lisa, so that when we do have discussions and come out with something, that we go both down to the units and up to the school
  -Natalie: considering a communications subcommittee
  -Kyle: there’s so many topics that it’s hard to focus on everything; one thing this committee can do is to really focus on a specific theme (like hiring, recruiting) and not only figuring out what works and then developing resources
  -Clarification on Culture Study: initiation was almost two years ago, results formalized and disseminated last spring
  -Erika: we’d like information about how the Dean’s office about what is happening with regards to the culture study
  -Deb: at the University level last year, we were talking about the Diversity Blueprint; the UW Nursing one is a really nice example of a strategic plan; it would be nice to see something like this in the college that the units could use
  -Michelle: One of the things that’s happening now in all the units is graduate admissions(!): pushed out information about holistic admissions and how to do it (i.e. dropping the GRE, looking at more factors than just the numbers). Yes please! (Many issues, including predictive ability of GRE, financial obstacles, etc): interim vs. long term efforts (what can we do quickly vs. what will take more time)
  -Rick: at the last meeting with OMAD, we had a similar discussion where for hiring, what they’re looking for is too narrow (looking for “mini-me’s”).
    -If your initial pool isn’t diverse, you’re not doing your job
    -Maybe a theme for the next meeting could be about faculty hiring (encouraging committees to take the implicit bias test and discuss it; definitions of diversity and inclusion; examples of rubrics)
    -If you have documents and/or your unit does, be ready to share this next time
    -Feel free to bring suggestions for other focuses
    -Christina: the segments from the culture study are way too big: diversity of students could be broken down into segments
    -Timing and breadth of topics varies
    -Kyle: there are programs out there that are doing work on diversity of recruitment (for example) and I don’t think we know the breadth of what they’re doing. What if we invite them to come talk to us?
      -How do undergraduate students play into this? Most of the discussion thus far has been about faculty and graduate students.
      -Sounds like one of the goals is to have an outcome for each meeting that is timely (i.e. coinciding with faculty hiring); for undergraduates, is there a time frame that’s more relevant (Fall? Spring?)
-Is there a document that outlines the “numbers” for different segments of the college (undergraduates, graduates, faculty)---> request this from Dean’s office (Terryl is on it)

6. Conversations on Diversity (Michelle):
   --Food insecurity
   -January 29 (Intellectual House, Campus Food Pantry); around noon so it coincides with lunch
   -Targeting people who do field work with students who might experience this kind of thing
   -Deb: Great start; not just food (also clothes)
   -Really a whole economic insecurity issue
   -A lot of the previous conversations on diversity were 5-7 which is hard; hoping to have diversity in timing of these events

7. ½ day retreat for diversity committee?
   -Of interest?
   -Rick: I think it’s a good idea for there to be a specific work product to come out of it
   -Erika: can survey people to figure out what would warrant this (what do we want to come out if it)
   -Maybe you’d get significant time with your subcommittee

8. Subcommittees:
   -Technically there are 55 people on this committee, which is a lot (yay!) but also hard to work with everyone simultaneously
   -There is already an ad hoc committee composed of faculty members to look at faculty ads that come through the college
   -Suggestions (some of these might come and go as short/long term projects):
     Communication--getting documents out (and social media)
     Fundraising--grant/proposal applications
     Social--different types of meetings/workshops (including Conversations on Diversity, for example)
   -Approve requests for outreach funds
   -(project) Article: Academia/science not inclusive by nature
   -Kyle: this group was formed to be advisory, and it seems like we’re veering a bit more into the administrative side; what can we do to focus more on being an advisory committee?
   -If people have other ideas (or comments about significance) please share!

9. Round table:
   Michelle: in their unit (SEFS), were talking about recruitment, as well as retention, mentoring, etc. Challenges with getting a diverse faculty applicant pool; wanted internal climate survey
   Natalie: Fisheries is reforming their own diversity committee
Deb Kelley: a lot of the connections we’re forming are with K-20 students; lots of overlap? Linking what different people are doing.

Erika closes the meeting at 1:25