

***HHS Diversity Committee Meeting Minutes  
Monday, February 22, 2021***

Zoom meeting information provided in the meeting invitation

Attendance: Shery Tripepi, Tanesha Walker, Ann Carrellas, Laura Schmelzer, Amanda Murray, Louis Guardiola, Bridge Parham, Tavis Glassman and Dorian Mundy.

Sherry motioned to approve the minutes and it seconded by Tavis. Minutes were approved.

The Dean's Diversity Awards criteria was presented. Reviewed by Dean Merrick; he questioned the use of Privilege and Oppression. There was considerable discussion of the use of words and if they may create division or are uncomfortable for some. The committee decided that in this climate it was important for this committee to celebrate those that champion the cause. Ann shared her rationale for including it with the group. There was discussion. The document was edited, and the document will be submitted to the Dean. Anne will send the final copy to Sherry.

Dr. Peoples presentation: Sherry wants to know how we move forward after the presentation and how we can incorporate what was shared. The reviews were largely positive. Ann says people may be interested in a more in-depth discussion. Louis said that the Dean enjoyed it. There is a Part 2 and 3 that we could roll out at a later date. Since we have to do one event every semester, we could consider using Dr. Peoples again for the fall activity. We have not received an invoice. Louis will reach out to her to remind her to submit it.

The use of in-house talent was discussed. Louis indicated that there may be some faculty who have expertise in this same area. Tavis suggested that we incorporate a presentation during the fall retreat so that more people can be informed. Dorian spoke on how well her work is received by doctoral students. Dr. Ericka Czaja, Public Health, does touch on related topics since she has a public health and political science public health or health advocacy. Amanda suggested that we try to do something for the current semester and capitalize on this interest now.

Sherry asked for suggestions from the committee to see if we can do something now. Amanda, Louis and Sherry will work on that.

Tanesha suggested that the fall activity be directed toward students.

Louis suggested that we promote using some of the tools that Dr. Peoples suggested and using those to build upon them. Amanda suggested doing an idea share (reinforcing Louis point). The sub-committee will meet to come up with something and bring it back to the committee.

It was suggest that we reach out to the Office of Diversity and Inclusion to make sure that we are not duplicating efforts. Tavis suggested that we do some activities that are University focused and some that are College focused.

The home-grown faculty initiative was discussed by Tavis as it relates to attracting diverse faculty. We lose many faculty members because of the reluctance to hire our own. He suggested that we begin to mentor and groom our current graduate students to fill faculty vacancies. Target students when they are halfway through their program. It should be treated like a scholarship and identify students for the program when someone may be retiring or for a visiting position. Students would not be obligated to accept or guaranteed a position, but they would be granted an interview. There is discussion about starting a pilot group. Tanesha asks if we have consulted with HR regarding the guaranteed interview. Tavis says the will consult with them. Dorian stated that the current language is discouraging and said that it is hard to convince people to return if they are in a tenure track. Amanda asked for more details on how students are selected. GPA, teaching and research activity will be reviewed when selecting students. Ann suggests that we need to do more. Tavis will update the document and share the schools and it with Mark.

Maddie researched GRE requirements and Sherry will forward to committee for review.

There is an updated letter regarding domestic partner benefits, please review and share comments with Sherry.

There is a diversity retreat scheduled for March 12th. Louis and Tanesha will be attending.

Committee members, please encourage everyone to add our pronouns to faculty webpages and signatures.

Louis mentioned that Jenny Reynolds indicated that College Council is working on increasing diversity of student body. They will look at institutional barriers and survey departments as to what they are doing (recruitment, etc.) to increase diversity in enrollment. There is also an effort to increase mentoring.

Sherry suggested that we discuss the terms of Chairing this Committee.

Meeting adjourned aa 1:48 p.m.