

HHS Diversity Committee Meeting Minutes
Monday, January 25, 2021

Agenda

Zoom meeting information provided in the meeting invitation.

1. Introduction of members
 - a. Present: Sherry, Maddie, Tanesha, Tavis, Laura, Louie, Ann, & Amanda
 - b. Bridge joined the meeting at 1:15p
2. Approval of Minutes from the last meeting
 - a. Sherry sent for review and proposed discussion/correction
 - b. Motion to approve Ann, Tanesha seconds
 - c. Minutes approved unanimously

Updates/Old Business:

3. "Principles & Practices of Critical Inclusive Pedagogies." With Dr. Whitney Peoples
Wednesday, January 27th at 9am – 10:30.
This will be held through Zoom and there is a 60-person limit.
How will the program run?
Introduction?
Conclusion?
Monitoring questions?
Keeping Attendance?
Evaluation?
 - a. Louie updates: 55 people registered; Louie will work with Dr. Peoples on tech about 15 minutes before presentation starts
 - b. Method of evaluation?: Tanesha and Maddie to create outcomes survey for session, google or Qualtrics link
 - c. Louie to track attendees through zoom
 - d. Make item on survey for CEUs (name, email, license number, license type, state)
4. Report on Diversity Retreat and our report that was sent to Dr. McKether's office
 - a. Report sent, no updates
 - b. Another retreat coming up on March 12th 10:00-11:30 on Webex
5. College Pledge for Justice
 - a. Dean has questions about this, needs Dean's approval
 - b. Next Steps? On hold for now.
 - c. Discussing with presenter, discussing with student groups/engaging student groups
6. Dean's Diversity Advocacy Awards
 - a. Review Criteria
 - b. From Laura: MC provided feedback regarding graduate/undergraduate students
 - c. Subcommittee will continue to finalize award criteria

7. Other updates? None

New Business:

8. Create a More Diverse faculty,
 - a. Suggestion from Tavis:
 1. Hire our own diverse graduates — *The Homegrown Faculty Initiative*
 2. Each school could identify a retiring faculty member, and fast-track an exceptional UT student in their place when the time is right. Not all schools have Doctoral programs.
 3. This student would receive special mentoring to help ensure their success
 4. This may be a way to also recruit diverse doctoral students, with the promise/potential of a tenure/faculty line when they graduate
 - a. Tavis, Tanesha, Amanda, and Willie volunteer for subcommittee
9. Exploring GRE requirements as they may create barriers for students with financial challenges or can be biased for students of color.
 - a. MC to survey program directors
10. Elimination of domestic partner benefits
 - a. *Originally set to expire at the end of the 2020 calendar year, domestic partner benefits are now available through Dec. 31, 2021 for those employees who had elected domestic partner benefits in the 2020 plan year.*
 - b. We still have time to share our concerns with elimination. The UT LGBTQ+ Advisory Board sent a response. See attached.
 - c. Has since been extended to end of 2021
 - d. Committee agree to send letter. Sherry will work on draft letter from committee
11. Other new business?
 - a. Considerations to make meetings open to others
 - b. Pronouns in bios/templates- could dean help with this? Louie to explore with the Dean.
12. Next Meetings: 2/22/21, 3/22, and 4/26 at 12:30.