



### Action Items

- Introduction and Welcome (*Delisha*)
  - *Moment of recognition of the shootings over the past week*
- Update from working groups (*Delisha*)  
(status of action items, barriers to progress, recommendations for revised/new action items)
  - Communications workgroup
    - *Met 4 times*
    - *Made updates to the DEI website*
    - *Created the minutes and agenda template*
    - *Created a recap email – hopefully will become a consistent way to communicate with the department at least once a semester*
      - *Rachel: Add recap to the website*
    - *We had an action item to create a feedback to the department, but it was decided that we should only use the Gilling's anonymous feedback form both for efficiency and for accountability*
    - *Recommendation: establishing a communications officer as a position*
      - *Brooke will send a summary of tasks for a communications officer*
      - *Co-Chairs will work with Beth and Rachel on who might hold these tasks*
  - Promoting Opportunities for Discussion workgroup
    - *Barriers included an individual who was not committed to the DEI mission*
      - *Question raised: Could we create a system where this could be screened for ahead of time? (such as the charter that NRI's DEI Committee developed)*
      - *Students believe that we should begin with faculty and staff trainings – not causing additional harm for students*
      - *Training opportunities were reviewed and one consulting group was decided on in collaboration with the NRI DEI Committee (called Tepeyac Consulting)*
        - *Workgroup is putting together a proposal for Beth to bring the consultant in for a series of trainings*
      - *Shu Wen Ng Question: How do we optimize engagement?*
        - *Combination of encouragement from leadership and the committee*
        - *Marketing suggestion: all 8 hours of DEI training can be completed in one day*
        - *Emily Seiger: suggested that the student perspective should be included and offered to assist*
      - *Barrier: Finance*
        - *Group will present its proposal and request for funds to Beth*
        - *Eddie: suggested to create a charter*

- *Emily Seiger: forward thinking and a detailed explanation of how the students are eventually going to be brought back in should be added but also why the focus is on faculty/staff to begin with*
  - *Lena: Add committee descriptions to Faculty Teams Site*
- Financial barriers workgroup
  - *Three applications for the financial aid scholarship and all three received the scholarship*
    - *Only 1 of the 3 submitted the application*
    - *Is this small number an implication that students are not aware of the scholarship or is it a reflection of the need?*
    - *Currently only for PhD but would like to expand this to the MPH level*
    - *Departmental commitment to continue this scholarship*
    - *Truesdale: How has the committee advertise for the scholarship?*
      - *There is a place on the application that says that you can apply for the scholarship*
      - *May be worth advertising that the application fee can be waived*
    - *Truesdale will continue to meet with the PhD Committee regarding recruiting and DEI*
      - *Note from Emily Seiger: "I just want to re-emphasize that recruitment is important but also we need to keep ensuring that our department is improving in its teaching with an antiracism lens and in its safety and support of PhD (and all) students, particularly students of color. The students talking to each other is one of the most powerful recruitment tools and if current students don't feel safe and supported and like their learning with an equity and antiracism lens, we're not going to be excited to encourage other students to attend."*
- Update from the Inclusive Excellence committee (*Kim*)
  - IE Action Plan updates
    - *Curriculum – Equity audits were conducted on the MPH core courses. Some of this involved looking at the demographic characteristics of the authors for the assigned readings, populations studied. They are working on an Equity Assessment system that others can use.*
    - *Training – Working on system to track IE training hours.*
    - *Advocacy – Compiling and comparing hiring practices and salaries across departments in Gillings.*
    - *Communications – They are doing a major redesign of the School website. Not all departments have a diversity section on their departmental webpages. Nutrition is one of the departments that do. The goal is to make website more consistent and user friendly.*
    - *Research – Focusing on collaborations with HBCUs and making sure faculty are aware if they are eligible to apply for a Diversity Supplement to their NIH grants.*
    - *Representation – Climate survey sent out to faculty.*
  - Dr. Kim Ramsey-White – new Associate Dean of Inclusive Excellence
  - Third Annual Inclusive Excellence Summer symposium, June 14-16 9am-12

