I. Welcome – Truesdale/Ward

II. Updates from Gillings Inclusive Excellence Council
   a. Council subcommittees are working on ways to measure results
      i. Communications – discussed assessment and how questions being asked need to be revised to get a useful response
      ii. Advocacy – goal as school action plan evolves is identifying the best ways to measure success in action items. Potential metrics: length of time to graduate by demographics; funding packages across departments (hard to measure); where students end up after graduation; student satisfaction (self-report); subcommittee will meet next in January and all meetings are open
      iii. Training – focus was evaluation measures for focus area one, requirement for inclusive excellence training; discussion of how the school will evaluate the specific requirements to measure the preparation of instructors on feeling prepared to lead discussion on racism and oppression
   b. Question – how should we plan/evaluate our work in alignment with school?
      Structure of the NUTR committee is designed to align/integrate/synergize with the school’s efforts but we do not have to wait for school’s plans to move forward
   c. A nutrition ‘equity tracker’ is being developed; will be populated with measurable items from department action plan and posted and updated online

III. Nutrition action plan timeline
   a. Draft action plans from subcommittees should be completed by end of calendar year and submitted to committee chairs. NUTR DEI will approve a compiled draft and submit to department chair
   b. Subcommittee updates
      i. Training – working on action plan – have been waiting on school level plans but will finalize our plan by end of year and make changes later if needed
      ii. Climate – finishing draft equity statement to send to communications subcommittee and committee chairs; led discussions in faculty meetings and may continue as needed; working on climate action plan – pulled recommendations from different reports and are setting priorities and will have a document next week for action plan
      iii. Curriculum – drafted action plan using training committee’s format; 2 recommendations: develop and implement a required course and incorporate antiracism into all nutrition courses via syllabus audit
      iv. Diversity – working on action items, timeline, measurable outcomes; assembled an HBCU-MSI engagement test team; first meeting right after this meeting; Delisha Stewart is working with Advancement Committee on BIPOC application fee scholarship and other ways to support students
v. Communications – three main priorities: town halls, reporting mechanism/policy for microaggressions; adding demographics of students/staff/faculty to website

c. Suggestion for all action plans – add resources needed

IV. Open discussion

a. Climate – seems to be most pressing concern from students – do we need more information from students?

b. Topics that come up regularly:
   i. Training for faculty on handling/preventing microaggressions
   ii. Curriculum – embedding health disparity info more
   iii. Placements in MPH program – safety concerns

c. Consider externally led focus groups