



- 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