

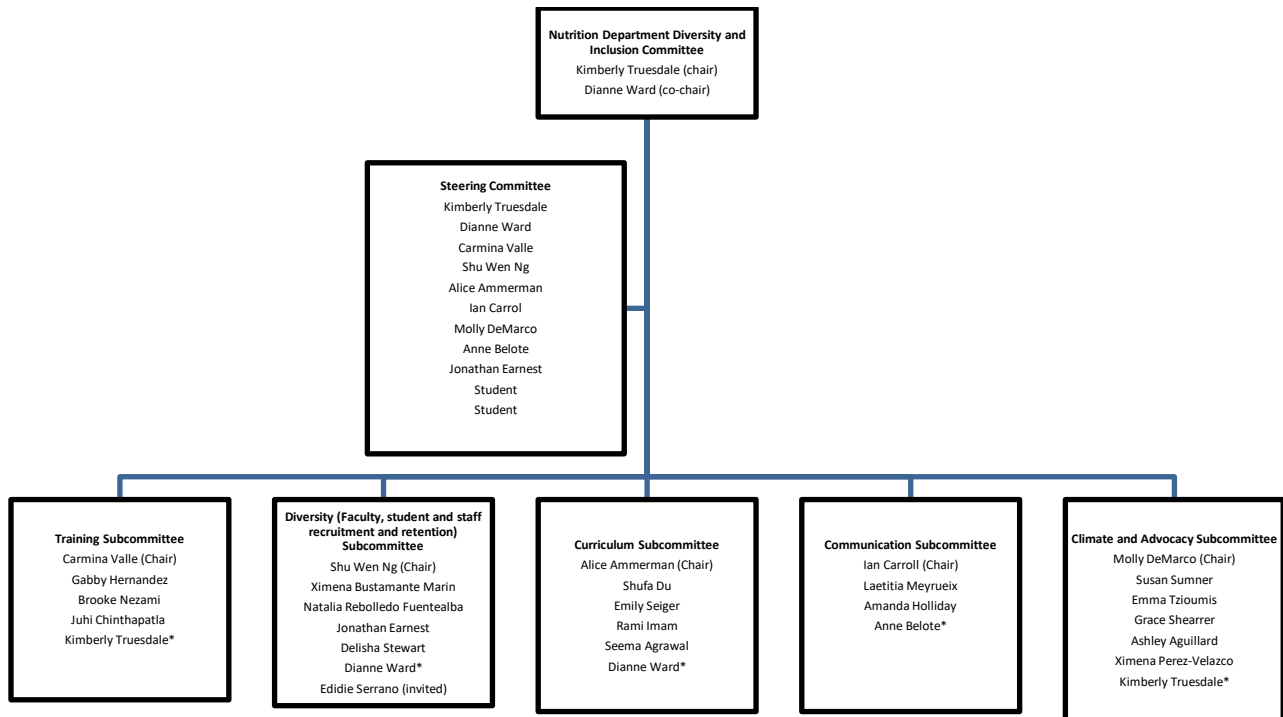


I. Department commitment and support – Mayer-Davis

- We have not done enough to advance equity – we have been reactive instead of proactive and need to be more accountable
- Department support – the department will provide resources to support the work of the committee so the burden of work does not fall just on the committee members
- Thanks to Kim and Dianne for leadership

II. Restructuring the Diversity Committee – Ward/Truesdale

- Draft mission statement review
 - Statement should acknowledge department’s role in being complicit in racism; how to be more anti-racist in research and academics
 - Jonathan Earnest will organize writing group to refine the mission statement for review by climate and advocacy committee
- Subcommittee assignments - Discussion



Comments:

- Consider adding postdocs and more staff to subcommittees
- Need to engage more students via an inclusive process
- Do committees have an overarching goal? One year goal? Should committees start by determining their own scope?

- Gabby Hernandez offered to share a template charter for subcommittee work
- Recommendations from the current draft action plan may be split up to actions assigned to committees
- Department can provide administrative support – subcommittees should think about what they need and communicate needs to committee chairs

III. Update on what has been posted on website – Belote

- <https://sph.unc.edu/nutrition-equity-diversity-and-inclusion/>
- The website was started – communication subcommittee will work to develop and add to it to create a robust page
- Request: post metrics on student anti-racism training along with faculty/staff

IV. Review comments/recommendations from the Nutrition Collective and Minority Student Caucus – Truesdale

- Need to work to incorporate into department’s action plan

V. Meeting Schedule

- Full Diversity committee
 - November 2020
 - January 2021
 - March 2021
 - May 2021
- Steering Committee meetings – Monthly
- Subcommittee meetings – TBD by committee chair
- Nutrition Department Diversity Forums
 - October/November 2020
 - January/February 2021
 - April/May 2021

ACTION ITEMS:

- 1) Scheduling meetings:
 - Full Diversity committee meetings - Belote
 - Steering Committee meetings – Belote
 - Subcommittee meetings – Committee chairs
 - Nutrition Department Diversity Forums – Belote/Earnest
- 2) Organize writing group to refine mission statement – Earnest
- 3) Completed: Share charter template for subcommittees - Hernandez