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