



1. Welcome and Meeting Purpose
2. Subcommittee updates
 - Training
 - Working on draft action plan w/recommendations related to training – available on Teams
 - Looking for more guidance from larger committee for timeline and format of action plan
 - Potential overlap – nutrition related training module, overlaps with curriculum and diversity committee overlap – plan is modeled after school’s plan
 - Table approach from school’s plan – look at for our plans
 - Idea – specific recommendation for a stand-alone training module on the history of racism in nutrition; similar to University wide trainings, it could be required for the whole department
 - SOM has a DEI certificate program with courses outlined – includes courses on microaggressions, implicit bias; open to SOM, should be open to Nutrition as we are also in the SOM
 - Question: which trainings is the department prioritizing?
 - Advocacy and Climate
 - Finishing equity statement – who to send it to next?
 - Debriefed about microaggressions discussion and debrief of implicit bias training at the last two faculty meetings
 - Working on action plan, deadline of tomorrow to vote on 3-4 priorities
 - What can we do about climate based on information we have from previous surveys?
Suggestions:
 - Educating faculty on microaggressions – discussions, conversations, training on handling things in the classroom
 - RD program placements – students feeling uncomfortable going certain places; how can we minimize exposure but also prepare and support for it if not avoidable; curriculum and climate committees will meet with Amanda and the PACE team
 - Having a place for students to feel safe reporting issues
 - Increasing equity content in our courses
 - Diversity
 - Developed a team to research HBCUS with goal of identifying a strategy of how to engage with partnerships that are sustainable for parties involved; suggestions – connect with TrACs; look for schools with T32 minority training programs for masters level students as a way to recruit for PhD program; connect with [NC State’s Black Health Lab](#);
 - How to implement an application fee scholarship for BIPOC applicants – following up with NUTR Advancement Committee to pursue
 - ARCs – how and whether to use across the subcommittees and/or as format for action plan
 - Curriculum
 - Keon Gilbert, St. Louis University professor and co-author of [Racism: Science and Tools for Public Health Professionals](#) joined a meeting to discuss his experience; he encouraged committee to consider both a separate class on racism/equity and integrating topics into

existing courses; suggested offering trainings for how to integrate curriculum rather than an individual class audit; also discussed the intersection of weight stigma

- Communication

- Town hall meeting – how did it go? Should we have a regular town hall meeting?
 - Request for more advanced notice of town halls
 - Suggestion – two town halls per semester, dates planned far in advance
 - Working on policy for how to report microaggressions
3. ARCs for students/faculty/staff
 - Communications committee – look at the ARCs to see if a simplified version would be useful
 4. Timeline for action plan
 - Deadline for draft action plans submitted to committee chairs – end of calendar year 2020
 - Do we want to use the ARCs as a framework - need a consistent format
 5. Agenda for full committee meeting, Thursday, November 12th
 - Update from Gillings IEC

Committee Members:

Kimberly Truesdale, Chairperson

Dianne Ward, Co-Chair

Anne Belote, Department Chair's Representative

Jonathan Earnest, Student Services Representative

Alice Ammerman, Chair, Curriculum

Carmina Valle, Chair, Training

Ian Carroll, Chair, Communication

Molly DeMarco, Chair, Climate & Advocacy

Shu Wen Ng, Chair, Diversity (Faculty, Student, Staff)

Student Representatives on 11-10-2020:

Gabby Hernandez

Natalia Rebolledo Fuentealba