

DEI Workgroup: Diversity and Support

11/30/2020

Attendees: Tamala, Laarni, Joseph, Naomi, Allysha, Ana, Aunchalee, Stephanie, Ilene, Julie, Oscar

- Introductions of all committee members.
- Creation of group norms:
 - Acknowledging lived experiences - as we talk about racism and discrimination in academic settings, some of us may have experienced it personally while others may have not.
 - “Step up, Step Back” — make space for everyone to contribute equitably.
 - Try not to talk over each other and raise hand to speak.
 - Confidentiality - what is shared here stays here, except for what we agree to share beyond the group.
 - Use “I” statements - speak from personal experiences, try not to make generalizations about others’ and others’ experiences.
 - Shared decision making within the group and transparency on what goes forward to the larger group.
 - Minimize the ‘academic hierarchy’ in our current roles to allow for freedom to contribute, share, or even respectfully disagree without retribution.
- Discussion on context of DEI workgroups at the University, school, and now department level.
 - Jon Hussey is MCH faculty that serves on the school level workgroup and is a good resource to make sure what we do in the workgroup is relayed back, but also not repetitive of resources.
 - Discussion of historical racial context, alumni, and doctoral student letters, and increase in need for transparency across university to work on DEI plans.
- Discussion of DEI charge
 - Is this where we should start? Diversity and support are important, but if we do not have an atmosphere that is safe for underrepresented students, faculty, and staff, are we causing more harm?
 - Agreed that group will look at the charges that exist and provide feedback as to the most appropriate place to start.
- Next steps
 - Review and provide feedback on the DEI D&S charge.
 - Schedule next meeting for mid-January.