

PROJECT: UNC MCH DEI MEETING

DATE: JANUARY 11, 2021

ATTENDANCE

- Christine Tucker
- Shahnaz Khan
- Callie Rowland
- Sandy Martin
- Tara Casebolt
- Kim Sprunck
- Caroline Chandler
- Thea Calhoun-Smith

TOPIC	DISCUSSION	ACTION ITEM
PURPOSE	<ul style="list-style-type: none"> ● Build relationships ● Continue with discussion re: determine goals and timeline ● Brainstorm next steps 	
ICE BREAKER	<ul style="list-style-type: none"> ● Why you joined ● What you are looking forward to in 2021 	
HOUSEKEEPING	<ul style="list-style-type: none"> ● Reviewed group rules ● All should have been given an invitation to one drive. 	If you do not have access to the shared OneDrive let Christine know.
REVIEW OF LAST MEETING	<ul style="list-style-type: none"> ● Tara and Christine reviewed last meetings notes <ul style="list-style-type: none"> ○ Follow-up: try and find out what other departments are doing, and which other committees are meeting re: DEI activities. <ul style="list-style-type: none"> ▪ No other faculty knew, except for activities related to larger SPH initiative ▪ We can also inquire with Julie Daniels ○ Group discussed trying to establish a baseline of what people are getting (re: training) to better establish a baseline competency and areas for growth ○ This group discussed needing to start a list of available trainings and related items: time commitment, cost, etc. ○ Group discussed having Christine reach out to curriculum committee re: our thoughts about turning critical conversations into a 1 credit class. Christine did this. 	<p>CHRISTINE TO INQUIRE WITH JULIE DANIELS TO SEE IF SHE KNOWS WHAT EPID IS DOING AND ALSO BRING THIS UP AT THE DEI CO-LEADS MEETING THIS WEEK</p> <p>CHRISTINE BROUGHT THE CRITICAL CONVERSATION FOR CLASS CREDIT IDEA TO THE DEI CO-LEADS AND IT WAS LIKED BY THE GROUP AND HANDED OFF TO CURRICULUM COMMITTEE. COULD ALSO SERVE AS A</p>

	<ul style="list-style-type: none"> ○ Co leads from each of the committees are meeting Wed. afternoon. ○ Last faculty meeting was given an update by all committees. 	TRAINING OPP. FOR FACULTY
Charge of this group	<ul style="list-style-type: none"> ● Objectives <ul style="list-style-type: none"> ○ Develop short and long-term recommendations ○ Identify opportunities for anti-racism training ○ Develop mechanism to track trainings ○ Make recommendations for trainings for faculty to address difficult conversations, differing points of view ○ Disability, sexual identity trainings must be addressed in addition to race 	
Discussion of Goal for this group: our group is done when we have this	<ul style="list-style-type: none"> ● Group discussed ideas about how to go about finalizing our goals and objectives. ● Sandra: goals, objectives activities...can we take what we have done before and put those into objectives? ● Christine wrote our ideas on the white board <ul style="list-style-type: none"> ○ We are trying to create a more welcoming environment for everyone in the community. ○ We should try and establish a framework to identify trainings and provide specific recommendations for minimum trainings for students and faculty. <ul style="list-style-type: none"> ▪ Sandy: there could be core set of trainings, but then is it good to allow for flexibility beyond that? <ul style="list-style-type: none"> ➤ Tara, maybe here is the totality of what is offered, and you are required to do X number of hours across the board (but you have some say in what you complete). ➤ Group was told to reference Page 7 of the excellence plan, Compass program is spelled out – concrete requirements. The section about curriculum. ○ On an ongoing basis there should be a plan to evaluate if the plan is helping to reach the goals. <ul style="list-style-type: none"> ▪ Tara noted for students the plan is to integrate these trainings into their orientation. ▪ This group’s idea re faculty: all faculty would be required to complete a minimum of XX trainings, but for promotion and tenure, there is a requirement to do more. ▪ Thea: We want the trainings to be implemented (and learnings used), not just have complete trainings. How capture that/measure that? 	<p>THIS GROUP NEEDS TO CONTINUE DISCUSSIONS ABOUT THE MINIMUM TRAINING REQUIREMENTS FOR BOTH STUDENTS AND FACULTY AND WHAT WOULD BE REQUIRED AND WHAT WOULD BE AVAILABLE BUT “EXTRA”.</p> <p>CHRISTINE FOUND OUT AT THE CO-LEADS MEETING THAT THE REQUIREMENT</p>

	<ul style="list-style-type: none"> ➤ What did you do with the information from trainings? <ul style="list-style-type: none"> ✚ All people will be documenting what they attended, but maybe they should also be asked how they used it- for faculty how did they change their course/add to their course. ➤ Discussion about who will pay for trainings? <ul style="list-style-type: none"> ✚ The trainings are not limited to UNC, but as far as who will pay? We have asked, but currently no specific line item. Our recommendation may make a difference. We should make our recommendations, but there is no guarantee about University coverage. ✚ Thea...we should check with groups w/in a department who are doing trainings to see if they would be willing to open up to other students (outside of that department) • In the end the group came to these goals: <ul style="list-style-type: none"> ○ Goal 1: establish a framework and identify trainings to meet the schoolwide DEI goals ○ Goal 2: have a plan to measure the effectiveness of the trainings and make adjustments along the way (use QI?) 	FOR FACULTY IS 8 HOURS A YEAR OF DEI TRAINING
Timeline	<ul style="list-style-type: none"> • When will we know our service is done? • Christine and Tara: work will need to be ongoing, but maybe not this whole group • If we can figure out goal 1: framework, minimum training and here are list of optional trainings and goal 2: set up a monitoring and eval plan, that would be a good end to the group. • This might take us to the end of the semester? People could roll off at that point, new people would be welcome. 	
NEXT STEPS	<ul style="list-style-type: none"> • Next meeting: Define framework, put together list of trainings, evaluation <ul style="list-style-type: none"> ○ Can Christine ask other departments what trainings they are doing and then pass off to Lunar? How often, how much does it cost? ○ Callie will help get a XLS together...the different areas that we would want to know about the trainings: scope, cost, 	<p>WHOLE GROUP: Define framework, put together list of trainings, evaluation</p> <p>Christine will ask other depts. what trainings they are doing. She brought up at the co-</p>

	<p>attendance restrictions, time commitment (how available), frequency, time commitment, format (live or pre-recorded)</p> <ul style="list-style-type: none"> ○ HEBE websites <ul style="list-style-type: none"> ➤ https://sph.unc.edu/hb/equity-task-force-updates/ ➤ https://sph.unc.edu/wp-content/uploads/sites/112/2020/11/Equity-Action-and-Accountability-Plan-DRAFT-for-departmental-review-10-13-20.pdf ▪ Tara will follow up with Yesenia to get a list of trainings. ▪ Shahnaz will look at TRI training. 	<p>leads and Carolyn/Julie will reach out to other depts./PHLP? Christine created folder on one drive for trainings.</p> <p>Callie will help get a XLS together...the different areas that we would want to know about the trainings: scope, cost, attendance restrictions, time commitment how available, frequency, time commitment, format (live or pre-recorded).</p> <p>Tara will follow up with Yesenia to get a list of trainings. Done!</p> <p>Shahnaz will look at RTI training. She sent and Christine uploaded to one drive.</p>
NEXT MEETING	THURSDAY, FEBRUARY 4, 2021; 1 PM EST	