

Committee for Fairness, Equity, and Inclusion (CFEI) Minutes

Minutes for September 9, 2020

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Meeting conducted via Zoom:

Present: Irina Aristarkhova (Chair), Sara Rappe (SACUA Liaison), Barry Belmont, Carmen Stokes, Carolyn Christine Kuranz, Dinesh Pal, Nicolai Lehnert, Alys Piesley, Anne Cong-Huyen, Holly Sorscher, Karen Thomas-Brown, Mark Allison, Yazier Henry

11:00 Meeting called to order and introductions

11:19 Discussion of the committee charge and prioritization

The committee discussed the draft committee charge and what they would like to focus on for the upcoming year. They agree that they would like to focus on inclusivity in the terms of how it supports diversity on campus.

Some issues that were discussed:

- DEI –
 - Recruitment and retaining talent. Once we get faculty onto campus how to we support them?
 - Diversity vs. Inclusivity – how to facilitate inclusion. What systems are in place
 - Faculty recruitment- what is diversity?
 - Actionable DEI plans
 - Set up metrics to measure DEI programs success.
- Inclusion and Inclusivity
 - Diversity and Inclusion are two different things. Diversity is numerical where inclusion is the systematic approach to addressing fairness in diversity.
 - Explore the difference between diversity and inclusion. How to make systematic changes that provides for more inclusivity not just numbers.
 - Including items on survey's for inclusion to address specifically each unit's inclusion.
 - Identify areas of inclusion that would provide data to have a way to measure success and provide accountability.
 - "Measurements of Inclusion" what are they and what should they be?

11:55 Matters Arising (Topics for next meeting)

- Bring metrics of committee units
- Ask DEI administrator to a meeting
- Measurable and actionable inclusion. What we mean by inclusion and diversity.
- Work towards looking at what change would look like. Metrics for Inclusivity

12:00 Meeting Adjourned