In Attendance: Laura Beauvais, Anne Veeger, Mary Grace Almandrez, David Fastovsky, Peter Larsen, Vinka Craver, Molly Greaney, Amelia Moore, Lynne Derbyshire, Anna Santucci, Afua Ansong (via phone), Cara Mitnick, Dahianna Lopez, Martha Rojas, Furong Xu, Alisa Baron, Dan Persaud, Doug Creed, Brian Heikes, Ammina Kothari, and Ashley Buchanan.

1. Interim Provost Beauvais initiates introductions and welcomes new members:
   - Leila Cox, Undergraduate Student Representative
   - Afua Ansong, Graduate Student Representative
   - Cara Mitnick, Graduate School Representative
   - Richard Song, UCAS Representative

2. Announcements:

   Update on the search process (cluster hire) for four Assistant Deans for DEI. They have a strong candidate pool for: GSO, CHS, UCAS and A&S.

   Native America Heritage Month
   The month of November has several events highlighting Native American heritage and culture. On Tuesday, November 30th at 6 PM, there will be a performance showcasing traditional Indigenous dance at the Memorial Union. Native American Boarding School Stories exhibit will be in the former University Club until early January, that includes stories, photos and sound recordings.

   Approval of the Minutes of the September 21, 2021, meeting. (October 27 meeting cancelled due to storm/power outages). Peter Larsen moves to approve and Lynne Derbyshire seconds; all in favor.

3. DEI Statement Template and Rubric:

   During October, the crafted DEI statement template went out to Deans and Chairs (with evaluation framework) suggested for searches. We received some feedback: framing questions and evaluation guide language was difficult for some to understand. Discussion on language, intent, support for candidates. It might be helpful to provide some additional framing to ensure that guidance is accessible and accomplishes our goals.

4. Action Agenda Strategy 7 Subcommittee Update

See google document.

- Develop guidelines to assess DEI in the search process
- How to assess JEDI activities in the P&T process

To provide concrete guidelines; to have constructive examples for Department Chairs. We have example language from CELS as to what JEDI means in a particular college – what kind of things will be relevant.

Goals to be developed:

Plan for action –
- To develop an evaluation for teaching (HHMI team is working on this)
- Collecting existing definitions
- Connect with the Faculty Senate
- Connect with Union

Draft clear and transparent guidelines for portfolios, Chair letters and faculty assessment.

Proposing language that promotes DEI across campus – i.e., search process.

The approach should be integrated in our evaluation process (teaching, research and service) not a separate category in the review dossier.

Offer letters can be explicit regarding expections and can reference JEDI work.

College of Engineering has piloted a DEI certificate to show and evaluate work. This can be used in one’s portfolio. It is strictly voluntary but has received positive feedback.

Can DEI work be an explicit expectation of a faculty appointment with a %? It could be part of curriculum, or research, wholistic application.

Having faculty be appropriately acknowledged for this work will raise the knowledge base for the community.

Need to invest in resources to train faculty and provide professional development. You’re training someone to be a faculty member that you want. They may not be there yet, but they have a willingness to develop.

We need various groups working on different strategies. We need to do that hand in hand with other groups on campus doing similar work to avoid duplicated efforts.

5) **Anti-Racism Symposium – Teaching issues of Race or Racism to Advance Anti-Racism in Your Class.**
Amelia Moore is part of a group, with Kendall Moore and Kayon Murray-Johnson, working on a half-day symposium planned for Spring 2022. For professors and grad students who currently teach about race and racism in their courses. They welcome additional participants in the planning group.
6) **Anti-Black Racism Action Agenda for Change** – workplan for AADTF, see tracking document on shared google drive, in preparation for the meeting add your name to one or more strategies (see column D)

There are accountability reports and records for the colleges to track progress. The Deans will have to show progress when they make a budget request. This is a new initiative.

AADTF will implement this. Strategies and goals.
If you’re part of any organized group on campus that aligns with this – please add this to the shared document. This is so we don’t duplicate efforts and work in silos.

Besides strategy 7 what else can we get done? We need to commit to advancing additional elements of the Agenda for Change. Sign up for something that you feel a personal affinity to or are already working on.

**Examples:**
Student success is working on curricular barriers for equity gaps in non-productive grades.
Grad School continues to work on: Diversity Badge Program and brought in Dr. Annmarie Vaccaro to provide training to Grad Teaching Assistants.

Could this task force release a statement, such as: *Let us know what you’re doing in your department*... to get the creativity going.

7) **Upcoming Meetings (in person):**

- Wednesday - 12/15/21, 3-4:30 pm
- Tuesday – 1/25/22, 3-4:30 pm
- Wednesday – 2/16/22, 3-4:30 pm

The meeting adjourned at 4:35