

## Senate Diversity Committee Meeting

November 8, 2018

12:30 pm- 2:00 pm

**In Attendance:** Dorothea Anagnostopoulos, Edith Barrett, Casey Cobb, Alice Fairfield, Maria Luz Fernandez, Pam Heath-Johnston, Amy Howell (Chair), Micki McElya, Ana O'Donoghue, Lisa Pane, Stephanie Santos, Willena K. Price, Christina Rivera, Tasso Tzingounis, Susana Ulloa, Dana Wilder (ex-officio)

1. Minutes were approved for the meeting on October 11, 2018
2. Stephanie Santos, the student representative, talked about the Ford Foundation Conference where one of the topics that was discussed was on Dr. Donna Nelson's research on diversity. Dr. Nelson got 100% response in a survey she conducted among top 50 chemistry departments. Some of the most interesting findings were that in 2010 the highest percentage of under-represented faculty was < 5%. Under-represented STEM Full Professors were almost non-existent. Another important finding was that the pool of under-represented PhD recipients in STEM is much higher than the Assistant Professors. A discussion followed on the importance of collecting more up-dated information from UConn, especially on the difficulty of getting tenured. Data collected today would provide additional information, for example, in the case of gender binary data compared to 8 years ago. An important piece that was discussed was Mentorship for under-represented faculty. There was also discussion on the book edited by Nelson and Cheng: "Diversity in the Scientific Community Volume 1: Quantifying Diversity and Formulating Success" and the importance of sharing the data and not ignoring the information. Alice was able to find the information about the book and send the link to the members of the Committee.
3. Kelsey O'Neal, the new director from the Rainbow Center, who has been in this new position for only 4 months, talked to the Committee. They indicated that different efforts in diversity are currently being conducted in different departments across Campus including Housing where a main topic of discussion is inclusion for trans students. There are also faculty and employee initiatives coming from HR and initiatives at UConn Health. The Rainbow Center has a lot of resources for transgender students. There are two trainings in trans-gender issues that occur during the semester. The issue of faculty not being accommodating to students regarding pronouns was also brought up during this discussion. A discussion followed on making sure that all systems at UConn where data are available regarding students should be the same in support of transgender students. The idea of a task force to address transgender issues was also brought up as the best way to have University-wide support. It was noted that there are already two task forces on this and that it might be better to become informed before the Senate Diversity Committee develops a strategy. Several ideas were brought up to make sure that the message is delivered through training or maybe through email encouraging faculty to provide their preferred pronouns on syllabi and encouraging them to provide students an opportunity to give their preferred pronouns.

4. Amy Howell discussed the idea of creating two subcommittees: One to collect up-dated information on faculty, staff and student diversity. This will be spearheaded by Micki. The second one, spearheaded by Pam, will address the issue of creating a safe and inclusive environment for transgender students, faculty and staff. Emails will be sent to gauge individuals' preferences and to constitute these two sub-committees
5. Meeting was adjourned at 2:00 ppm

Respectfully submitted

Maria Luz Fernandez, PhD