

AGENDA  
SENATE DIVERSITY COMMITTEE  
DECEMBER 14, 2020

**In attendance: Margaret Rubega, Willena Kimpson Pierce, Aida Silva, Julie Guild, Kimberly McKeown, George McManus, Anastasios Tzingounis, Likhita Athina,, Diane Lillo-Martin, Clarissa Ceglio, Clewiston Challenger, Thomas Bontly Micki McElya and Maryann Markowski, Frank Tuitt, Edith Barrett, Nissi Varghese, Maria-Luz Fernandez**

M. Rubega called meeting to order at 10:03 a.m.

1. Approval of the minutes of the November 9, 2020 meeting
  - a. Reminder: if you don't mark "for the record" in the chat, the notetaker will not include your chat comments in the minutes.
  - b. Reminder: your privately-directed chats will only be private during the meeting – when we save the chat they will show.
  - c. Minutes were approved
2. Report from Chair:
  - a. Campus-wide DEI news/developments
    - i. Edith: Created climate surveys for CLAS
  - b. Teams site is low-activity – barriers?
    - i. Clewiston: Might be helpful to have sub-committee chairs
    - ii. Clarissa: Make sure notifications are enabled
    - iii. Diane: Teams is unfamiliar
    - iv. Plan to do a tutorial on how to use teams next meeting
  - c. Subcommittee reports + finish populating:

*Add Anti-Racism Coursework to the Gen Ed Requirements*

    - Stephany Santos
    - Likhita Athina
    - Nissi VargheseUpdates:
    - i. Task force doing focus groups and discussing plan to include diversity and inclusion as part of the course requirement but not specifically an anti-racism course
    - ii. USG has released a statement on how racial literacy should be added to the general education requirements

1. Plan to present to different senate committees next semester
- iii. Deltag 2 wants to ensure that there are enough anti-racisms courses offered

*Name and Mission Change proposal (see item 4)*

- Dianne Lillo-Martin
- Kimberly McKeown
- Clarissa Ceglio
- Maryann Markowski

*Senate Representation Review*

- Stephany Santos
- Likhita Athina
- Julie Guild

*VP Work-Life-Balance Working Group*

- Stephany Santos
- Maryann Markowski
- Likhita Athina

Updates:

- i. Have not heard from Michael Bradford

Comments

- i. Julie: There is a Work life Oversight Committee

Link: <https://hr.uconn.edu/worklife-oversight-committee/>

*Review (with/for the Senate Faculty Standards Committee) the current BOT Distinguished Professor process to ensure that it has broad representation of all disciplines.*

- iv. Updates: Set to meet on the 16<sup>th</sup>
  - Edith Barrett
  - Anastasios Tzingounis

*Senate Statement/Resolution proposal on Anti-Racism*

(currently empty --- volunteers? )

- Stephany created a discussion
- Willena Kimpson Pierce

3. Presentation (Frank Tuitt) and Discussion: Draft ODI transition report

- a. Overview: The report distills the points that emerged from strategic conversations
- b. Includes framework of how we are thinking about strategic priority areas related to diversity and inclusion
- c. Concludes with a set of recommendations for how we might begin setting up the infrastructure in ODI and enhance the compacity for advancement in diversity and inclusion throughout the University
- d. Plan to finalize the report in January after receiving feedback

Discussion:

- i. Likhita: How would President's commitment would relate to other issues like ableism and sexism. How will students play a role in how equity will be included?
  - 1. The president commitment fund of 100K is open to diversity across many dimensions and emphasize the president's higher-level goals
  - 2. There is high engagement from leadership and positions are being filled Office of Equity search process from the compliance side to join the partnership
  - 3. Allocating space training and resources to support efforts
- ii. Clarissa: ODI implementations for regional campus tremendously important step deserves praise because regional campus needs are not identical to main campus
  - 1. We have national recognition for the work being done at the cultural center and we want to expand
- iii. Margaret: In the strategic plan, access and equity go above accountability. How you view the relationship between compliance and accountability. If there are no mechanisms at the department to compel and to hire, they need to understand the problem before held accountable.
  - 1. Evaluating how to capture different areas when everything flows to transformative changes
  - 2. We will be in a position where three units have submitted university plans

3. Plan to see tool to see progress, groups hold themselves accountable
4. Plan to have University wide platform to see accomplishments and to have groups hold themselves accountable
  - a. transparency is important need coherent way to share what is happening
4. Discussion: Draft SDC Name and Mission change proposal (subcommittee presents)
  - i. Name change for the committee
    1. Discussed the name being EDI, DEI or JEDI
    2. The committee will put the name to vote via email
  - ii. Role and responsibility in relation to other Senate committees
  - iii. Compare to version from Cheryl Galli; rectify.
5. Other business

Meeting adjourned at 11:41am