

DRAFT MINUTES
SENATE DIVERSITY (JEDI) COMMITTEE
JANUARY 28, 2021-02-23

In attendance: Margaret Rubega, Willena Price, Julie Guild, Diane Lillo-Martin, Maryann Markowski, Maria-Luz Fernandez, Edith Barrett, Anastasio Tzingounis, Likhitadevi Athina, Christina Irizarry, Damani Douglas, Clewiston Challenger, George McManus, Aida Silva.

M. Rubega called the meeting to order at 10:00 a.m.

- I. Black History Month**
 - A. Black History Month opening ceremony at Feb. 4th at 6:00 PM
 - B. Willena will send flyers, so you can get registered for the event.
 - C. Patrice Cullors (co-founder of BLM) will be speaking.
- II. SET Surveys will be discussed at the end of the meeting if time permits.**
- III. Approval of Minutes from December 4th, 2020 Meeting**
 - A. December 4th, 2020 minutes approved.
- IV. Updates on JEDI Committee**
 - A. At the end of the last meeting, we agreed to have a discussion on a name change for our committee so it can better reflect our missions and goals.
 1. The two names were, "Justice, Equity, Diversity, and Inclusion", or "Equity, Diversity, and Inclusion"
 2. Justice, Equity, Diversity, and Inclusion won the vote.
 3. We do not become the JEDI Committee until Monday's Senate meeting, since it must be changed in the by-laws during the meeting.
 - B. If there are members in the JEDI committee who are going to the Monday Senate meeting, look carefully in the bylaws to ensure that the changes reflect the goals/mission of our committee.
 - C. Members of JEDI committee who either left or are taking a break from the committee:
 1. Micki McEly(sabbatical leave)
 2. Clarissa Ciglio (Currently has a deadline for her book, and once the book is finished she will re-join).
 3. Sandepp Mishra (Left the University)
 - D. New Members of JEDI Committee:
 1. Damani Douglas (Chief Diversity Officer of Undergraduate Student Government)
 - E. Margaret Rubega and Kathleen Holgerson are co-chairing a University climate working group, to try to get a handle on all the efforts being done on the climate of the University. They are gathering information about the best practices being done that have access to resources.
 - F. HR has a work-life oversight committee. There was a question about whether or not there is student representation on this committee. Based on the website,

there is a list of committee members, however it is not clear if any members are students.

1. Margaret Rubega emailed the committee asking if there is student representation on the committee. She also asked if there is not any student representation, would they consider adding students to the committee.

- a) Still waiting for a response to this email.

G. The results from the UConn Racial Microaggressions survey came out.

1. Margaret will send the email with the results to everyone in the group.
2. This would be a good thing for the JEDI committee to review.

H. Video on MLK and diversity went out to students, prospective students, and guidance counselors.

V. Updates from Sub-Committees

A. Add Anti-racism coursework to gen-ed requirements

1. No chance to officially meet.
2. The Delta GE2 Taskforce has created a new diversity gen-ed requirement that they are going to soon bring to the Senate. However, the ideas/structure of the diversity course they are trying to bring to the Senate does not necessarily align with what the JEDI committee has envisioned for the course.

- a) The committee believes it would be a good idea to meet with the Delta GE2 Taskforce to discuss this matter.

3. Margaret suggests the sub-committee should contact the Taskforce because it may be easier to set up a smaller meeting.

- a) Margaret is willing to help set up the meeting if needed.

B. Reviewing Representation in the Senate (especially in students)

1. There is nothing to report.
2. Since there are revisions coming into the University Senate by-laws, would it be possible to discuss the changes they are trying to make to committee members?

- a) They are trying to change from having two undergrad and one graduate student per committee, to only one undergrad student.

C. Work-life/Working Group

1. The committee was focusing on faculty and staff members, so they are looking to add faculty/staff to the group.
2. There was brainstorming of concrete or conceptual things we can do for work-life balance. However, also trying to greatly recommend it is not a band-aid on the pandemic situation.

D. Review of Board of Trustees Professor Selection Process

1. We decided what information we needed during the first meeting.
2. In the second meeting, we discussed what we need to do to increase the diversity in the recommendation/selection process of the Board of Trustees.

3. At this point, we do not have enough under-represented faculty who meet the requirements to become selected for the board of trustees.
 - a) We are trying to find out how to optimize the ways we can make it more of an equitable process.
4. There is also discussion on the change of wording for the Emeritus status.
- E. Statement of Resolution Proposal for Senate to make Anti-Racism Statement
 1. If possible, could the sub-committee get us a draft that the JEDI Committee can give feedback on, so then it can go to the Senate Executive Board.
 2. There will be no vote for the change in the by-laws for this Monday's meeting. However, we are supposed to propose it at the next Senate meeting.

VI. SET Surveys

- A. The SET Surveys have different impacts on faculty depending on if they are tenured or not.
- B. The Scholastic Standards Committee said they would weigh surveys less due to COVID-19 for this year.
- C. The questions are not necessarily addressing the concerns of the students about the courses. Especially since the scores affect different faculty due to tenure.
- D. The survey does not include questions about accessibility, inclusion, and equity in the class.
- E. Questions 14 and 15 are the only questions that impact the score of the Survey, and these may not be the best indicator of the quality of the class.
 1. All the questions do count, however all the questions are not on the same scale.
- F. If there are other questions that could be better phrased or questions that could be added, consider bringing this up with the faculty standards committee.
 1. The survey is not perfect, however the faculty standards committee has been working on keeping the survey equitable.
- G. The individual rating items are typically good, however the rating of the overall course is rated as mediocre.
 1. It has been recommended that the SET Surveys should not be the sole indicator of the tenure.

VII. Microsoft Teams

- A. Marianne will provide a tutorial of Microsoft Teams.
- B. Meetings can be conducted in Microsoft Teams, if a subcommittee wishes to meet.
- C. Microsoft Teams can be downloaded to your computer. It can be downloaded through ITS.
 1. You can also download this by using Office 365.
- D. You can go to the side bar to click teams. It will show all your teams on Microsoft Teams. If you click on a specific team, then it will bring another sub-menu of that specific team.

- E. General tab is a welcome tab.
- F. You can post documents and links to share with everyone in the Team.

Meeting Adjourned at: 11: 34 a.m.