

JEDI Committee Meeting Minutes
September 2, 2021 Meeting
Meeting over WebEx

1. Attendance

- a. Present: Margaret Rubega, Eleanor Ouimet, Kathryn Weber-Hottle, Julie Guild, Audrey Silva, Sarah Wilen, Josianne Hamilton, Maryann Markowski, Christine Kirchhoff, Wilena Price, Cinnamon Adams, Frank Tuitt, Diane Lilo-Martin, Alison Paul, Michael Rodriguez, Claudia Pina, Kristen Govoni, Caitilin Elsaesser, Clarissa Ceglio, Magdalena Silver, Stephany Santos, Christina Irizarry

2. Message from Frank Tuitt

- a. Last year, there were conversations about how UConn can move closer to becoming an anti-racist institution.
- b. This year will be receiving feedback regarding our mission statement to see if there is anything we need to update.
- c. A DEI website will be launching this fall. It will become the landing page for everything DEI at the university.
- d. We are bringing together a group of 5 faculty members this year to help us think about a variety of DEI projects.
- e. We will have two people stepping in to help support Native American and Middle Eastern students at the Cultural Centers.
- f. We have been studying what other public universities are doing about DEI and trying to implement things we like into our university.

3. Questions for Frank Tuitt

- a. Is there going to be a DEI resource online for staff to use?
 - i. Yes, there will be a similar one given to staff that the faculty currently have.
- b. Is there any updates/progress on JEDI wording to be implemented into job posts?
 - i. Discussion about language for job posts have been occurring in HR. We will be looking at this draft language soon.
- c. How can people submit their ideas for community initiatives?
 - i. We will communicate with the community about how to submit their proposals sometime during this year.
- d. Can the JEDI group help with anything that is due soon?
 - i. There is a set of recommendations in the campus climate assessment that would be great to get more feedback on from this group.

- ii. Reports about student onboarding and DEI training will be brought to this group as well.

4. Overview of the JEDI Committee

- a. Our committee focuses on Justice, Equity, Diversity, and Inclusion on campus.
- b. We are the main channel for creating systemic change at the University.
- c. We have a role of checking in with other committees and act as a review committee for proposals being brought forward at the senate.

5. Increasing Staff Size on the Senate

- a. There are 70 seats on the Senate, and only 3 seats are filled by staff. The rest is filled by faculty.
- b. We are trying to increase the number of staff on the Senate because staff is three times the size of faculty.
- c. This has been postponed because the student organization and grad student organization wanted to wait until the new administration came in.
- d. This will be discussed at the Senate meeting in October.
- e. Is there a specific percentage we are trying to increase staff by?
 - i. No answer to this at this moment.

6. General Education Requirement

- a. We had discussions last year about having a new general education requirement added for students. This course would be an anti-racism course.
- b. Take a look at the Delta GE2 new general education proposal!

7. UConn Supplying Services and Sources

- a. Towards the end of the Spring 2021 semester, there was a concern that UConn is using prison labor to supply materials and services.
- b. This contract still exists and it is still being used.
- c. If there is any interest in creating a subcommittee, please contact Maryann Markowski.

8. Disability rights

- a. Please reach out to Margaret if you have any interest in joining this subcommittee.
- b. We are trying to create more communication and inclusion for people with disabilities on campus.

9. Final Thoughts/Questions

- a. Was there any progress from the subcommittee about the Board of Trustees selection process?
 - i. Yes, the work is completely done now. The final result was that the selection committee should be reduced.
- b. Are we still going to be using Microsoft Teams this semester for communication?
 - i. For now, we will continue to try to use Teams, though we had weak uptake with teams last year.
 - ii. In order to have committee members join sub-committees, we will create a Google Poll, and add committee members to the appropriate Teams channel as they express interest.