

HHS Diversity Committee Meeting
Wednesday, October 27, 2021, 1:30
Minutes

Attendees: S. Tripepi, A. Murray, M. Clark, T. Glassman, L. Guardiola, A. Carrellas, S. Sturdivant, Leonardo Gomez, Aru Goel

Minutes taken by: A. Murray

1. Introduction of two new undergraduate representative members:

- Leonardo Gomez
- Arukshita Goel

Old Business:

1. Approve minutes from 09/22 meeting

- Motion to approve: T. Glassman; Second: M. Clark
- Unanimous vote to approve minutes from 09/22

2. Approve the CHHS Diversity Committee Annual Summary - Academic Year 2020-2021

- Motion to approve: T. Glassman; Second: M. Clark
- Unanimous vote to approve summary
 - To be put on website

3. Louie updates:

- Co-sponsored: NAMI Latino Leadership Initiative *"Let's Talk/Platica" Mental Health & the Latino Community During COVID-19* on 10/8.
- 2022 Diversity Plan
 - Update from 2017
 - L. Guardiola suggested subcommittee to head development of initiatives and strategies and come up with draft by beginning of spring semester
 - Subcommittee members: L. Guardiola, A. Murray, S. Sturdivant, A. Carrellas, L. Gomez, A. Goel
 - M. Clark to advise on ARGOS
 - A. Murray to invite students in the PT MCLC to be involved
- Student questionnaire
 - Will be sent to CHHS URM undergraduate students at future date
 - Focus groups will be conducted to get feedback on survey and how to move into action
 - A. Murray help with conversion of survey to Qualtrics

4. Create a More Diverse faculty, *The Homegrown Faculty Initiative*

- Tavis: Proposal to ask Mark to move forward with the HOME Diverse Faculty recruitment at the College level instead of holding off business for a year due to transition in the Office of Diversity and Inclusion
 - Mark contacted T. Glassman regarding initiative
 - Mark wants to contact the AVP in faculty affairs office with initiative and forward document developed by subcommittee
 - Committee will wait for response from AVP via Mark
5. College t-shirt: The goal to brand our College as welcoming and inclusive. This shirt would be a reminder to students, faculty, and staff about what we're all about and aspire to be.
- T. Glassman shared picture of potential idea for CHHS diversity shirt (YMCA example)
 - Suggestion to ask dean for funding for shirt otherwise, T. Glassman offered to fund
 - Committee discussed ideas for shirts around messaging, audience, design
 - Suggestion to come up with mock of t-shirt and get feedback from committee and students
 - L. Gomez and A. Goel (undergraduate student reps) supportive of T-shirt idea and liked the idea of faculty showing support by wearing them
 - T. Glassman to contact Angie Campbell about funding through the college and sourcing for t-shirts
 - Once pricing and draft of shirt is known, then will be presented to the dean by L. Guardiola for potential funding through college
 - L. Guardiola suggested having a day for faculty, staff, and students to wear the shirts and have an event or table in the lobby that day
 - Next steps: pricing, draft of shirt and asking dean about funding
 - ESP program and office of diversity and inclusion also may be potential sources for funding
 - All committee members agree to think of shirt ideas and send to Sherry and Tavis
6. Email request sent on 9/29 to 20 CHHS program directors, 3 Department Chairs and Louie seeking student leaders names/contact email to explore college program ideas with these student leaders. Received 5 responses.
- S. Tripepi to send email to those who were identified to offer opportunity to meet and give input on diversity initiatives in the college

New Business

7. Proposal: CHHS require a Diversity Statement (like an educational philosophy statement) for any faculty position we post.
- Discussed being unified at the college level in requiring diversity statement
 - Committee in agreement to support including diversity statement in hiring

- Next Steps: move forward and L. Guardiola present to dean
 - L. Guardiola suggested reviewing CHHS faculty hiring plan and T. Glassman developing draft of an example to present to Mark
 - M. Clark suggested to operationalize statement to give guidance about what is included in statement and how information will be used/weighted in decision making

8. Next meeting changed to Wednesday 12/01/2021 1:30pm-2:30pm due to previous time conflicting with Thanksgiving Break