

Equity, Diversity, and Inclusion Task Force Meeting
April 8, 2016

Members Present: Awam Amkpa, Arielle Andrews, Susan Anton, Tom Carew, Fred Carl, Kim DaCosta, Joseph Ehrenkranz, Gabriella Etmektsoglou, Khalid Latif, Tommy Lee, Gwynneth Malin, Sana Mayat, Krystal McLeod, Eugenia Mejia, Charlton McIlwain, Lina Meruane, Andreyka Natalegawa, Gbenga Ogedegbe, Jamie Skye Bianco, Stephen Small, Gabi Starr, Carol Sternhell, Juan Tie, Vince Vance, Lynn Videka, Kenji Yoshino

Members Absent: Corey Blay, Juan Canaval, Peter Henry, Debora Martinez, Adam Ramey, Devan Worth

Staff Present: Tracey Gardner

Guests: Jeffrey Metlzer, Cybele Raver

Announcements and Reports from Co-Chairs & Vice-Chair

Co-chairs Charlton McIlwain and Lynn Videka, and Vice-Chair Krystal McLeod welcomed the Task Force participants and made a few brief announcements.

Task Force participants discussed various aspects of their work within a global context, as well as relevant legal challenges related to privacy laws, data security, and other issues.

Committee Reports

Student Inventory Committee – The Student Inventory Committee reported that it has been working with the Student Senators Council (SSC) to uphold the SSC’s commitment to prioritizing diversity, equity, and inclusion on its agenda. The Student inventory committee members have also led broad outreach to multicultural student organizations to ensure authentic representation of their needs and recommendations.

Faculty Inventory Committee – The Faculty Inventory Committee noted a lack of sufficient data on faculty demographics. The group discussed possible strategies to centralize and improve data collection efforts, as well as possible mechanisms to increase faculty diversity and offer resources to faculty related to equity, diversity, and inclusion.

Administrator/Staff Inventory Committee – The Administrator/Staff Inventory Committee emphasized its recommendation to establish a senior administrator who will focus on improving equity, diversity, and inclusion across the university’s global network. This administrator’s office should be fully equipped with the resources, infrastructure, and human capital necessary to meet the University’s stated goals.

Assessment Committee – The Assessment Committee presented a framework for an ongoing process that will assess the University’s climate related to issues of equity, diversity, and inclusion. The Task Force engaged in a robust conversation about this process.

Looking Forward: Work of the Task Force Beyond May 2016

An implementation committee will be formed to continue to make progress over the summer and next year.