

Equity, Diversity, and Inclusion Task Force Meeting
Friday, December 2, 2016

Members Present: Awam Amkpa, Susan Antón, Jamie Skye Bianco, Corey Blay, Juan Calero Canaval, Tom Carew, Fred Carl, Benjamin Haye, Peter Henry, Tommy Lee, Gwynneth Malin, Charlton McIlwain, Eugenia Mejia, Lina Meruane, Andreyka Natalegawa, Olugbenga Ogedegbe, Angel Parker, Gabrielle Starr, Carol Sternhell, Juan Tie, Vince Vance, Kenji Yoshino

Staff Present: Dawn Brekke, Tracey Gardner, Jeff Metzler

Welcome and updates: Charlton McIlwain welcomed the group and called the meeting to order.

Chief Diversity Officer search update

Tracey Gardner, CDO search committee co-chair, reported that the official position description will be posted on the [search committee's website](#) within the upcoming week. The committee met on November 15 to discuss an initial set of candidates; the next committee meeting will be on December 15. Tracey encouraged Task Force members to continue to submit nominations, questions, and suggestions via the website or by contacting individual search committee members.

Climate Survey update

Kenji Yoshino, Assessment committee chair, gave an update on the climate survey that will assess the living, working, and learning environment at NYU with respect to equity, diversity, and inclusion. The University has engaged [Rankin & Associates](#), a well-respected consultant that has extensive experience with these types of assessments in the higher education context. The 18-month project will begin with a January 13 kick-off meeting of the Climate Study Working Group (CSWG), which will include students, faculty, administrators, and staff from across the university. All Task Force members are invited to participate in the meeting. The working group will help to identify NYU faculty, students, administrators, and staff to participate in focus groups that will help inform the survey questions (the survey will include both quantitative and qualitative questions). The survey will be administered in the Fall 2017 semester, with results reported to the university community during the Spring 2018 semester. The working group will communicate updates at regular intervals, and will also make recommendations to the University administration along the way as necessary.

Review of University Senate report

Participants discussed the interim report to the University Senate, which the Co-Chairs will deliver during the December 8 University Senate meeting.

Faculty Workshop proposal

Kenji walked the meeting participants through a presentation based on the ["Uncovering Talent"](#) framework. The group engaged in a lively discussion about how to leverage this framework for future educational programming for faculty, students, staff, and administrators.

Subcommittee updates

Administrator/staff – Juan Tie reported on subcommittee’s meeting with Sabrina Ellis, Vice President for Human Resources. The group discussed ways to include union staff in the conversation, a pilot initiative to eliminate potential bias in the hiring process, and other possible recommendations.

Engagement – Corey Blay reported on the engagement subcommittee’s recent work, including redesigning the Task Force’s website, producing monthly updates to inform the NYU community of the Task Force’s work, and encouraging increased engagement through the [Task Force IdeaScale](#) website and other platforms.

Bias Response Line presentation

Shakera Turi, Deputy Director in the Office of Equal Opportunity, presented preliminary results of the [Bias Response Line](#) pilot. The group discussed a set of issues, including how best to share the information with the wider University community and how the Task Force can continue to offer feedback on this resource.