

Diversity and Inclusion Task Force Meeting

March 4, 2016

Members present: Awam Amkpa, Arielle Andrew, Susan Antón, Jamie Skye Bianco, Corey Blay, Juan Calero Canaval, Tom Carew, Fred Carl, Kimberly DaCosta, Joseph Ehrenkranz, Gabriella Etmektsoglou, Peter Henry, Gwynneth Malin, Sana Mayat, Charlton McIlwain, Krystal McLeod, Lina Meruane, Andreyka Natalegawa, Gbenga Ogedegbe, Adam Ramey, Stephen Small, Gabrielle Starr, Juan Tie, Vince Vance, Lynn Videka, and Kenji Yoshino

Members unable to attend: Tommy Lee, Khalid Latif, Debora Martinez, Eugenia Mejia, and Devan Worth

Staff present: Ash Imery-Garcia and Felicia Johnson

Guest: Jeffrey Metzler

Committee Co-Chair & Vice Chair Meeting: The group met briefly to go over the agenda for today's meeting.

Chair's Report: Co-chairs Lynn Videka and Charlton McIlwain discussed the status of research and informed the group that all data will be posted to NYU Box. They stressed the importance of collaboration, not only among the committees, but across the university in order to compile an accurate list of resources.

The co-chairs reported on their meeting with members of the 2011 Task Force, which focused on why the campus has had only limited success with its diversity and inclusion agenda since that group completed its work, and only partial implementation of that Task Force's recommendations [that Task Force's recommendations](#).

Committee Reports on Work to Date:

Student Inventory Committee – The Student Inventory Committee expressed the desire to represent students and their needs adequately, starting with addressing the Black and Brown Coalition's list of demands and working to collaborate with various student groups. The committee also discussed the importance of going out to individual schools and units to hear from as many members of the NYU community as possible.

Faculty Inventory Committee – The Faculty Inventory Committee has reached out to various schools at NYU, but has found little information outside of FAS. The committee proposed additional ways of gathering information, including going out into the community to promote trust and hear voices that would not otherwise reach the Task Force, and also suggested mechanisms for sharing knowledge about existing programs across the university that are focused on supporting faculty from under-represented groups.

Administrator/Staff Inventory Committee – The Administrator/Staff Inventory Committee expressed a need for a central communication/action center where all members of the community can express their needs and experiences. Task Force discussed the opportunities and limits of a hotline, as well as the merits of physical spaces that encourage inclusion and equity.

Assessment Committee – The Assessment Committee believes that the assessment tools should be multi-modal, capturing both quantitative and qualitative data, and that the tools should also address intersectionality. Committee members stressed the need to establish and anchor any future Task Force action recommendations to specific outcomes that can be measured and used to hold the university accountable.

Committee Work Sessions: The Task Force separated into subcommittees to continue their inventory and assessment planning work, to address the Black and Brown Coalition’s demands, and to plan for the next meeting in April.