

Equity, Diversity, and Inclusion Task Force Meeting
Friday, November 4, 2016

Members Present: Awam Ampka, Corey Blay, Juan Calero Canaval, Tom Carew, Fred Carl, Gabriella Etmektsoglou, Khalid Latif, Tommy Lee, Gwynneth Malin, Sana Mayat, Charlton McIlwain, Lina Meruane, Andreyka Natalegawa, Gbenga Ogedegbe, Jamie Skye Bianco, Gabrielle Starr, Carol Sternhell, Juan Tie, Vincent Vance, and Kenji Yoshino.

Staff Present: Dawn Brekke, Tracey Gardner, and Jeffrey Metzler.

Welcome, Introductions, Task Force and Meeting Goals: Gabrielle Starr called the meeting to order and welcomed all participants. The group discussed updates and next steps on topics including:

- *Chief Diversity Officer Search* – Tracey Gardner shared an update on the Chief Diversity Officer search. The committee has its next meeting on Tuesday, November 15, and welcomes nominations via email to dcramer@imsearch.com or to any [search committee member](#).
- *Climate Survey* – Kenji Yoshino reported that the core survey working group team will have its first meeting on Tuesday, November 8 to map out the plan for the 18-month process, which will begin officially in January 2017. The working group will engage members across the university (at the portal campuses and global sites) in focus groups that will inform the development of the assessment tool. The survey will be administered in Fall 2017, at which time the Chief Diversity Office will take on a leadership role. NYU will own the survey and can administer it at regular intervals (e.g., every 3 to 5 years). The group discussed the unique opportunities and challenges of NYU's global context.
- *Communications Plan* – Corey Blay reported that the engagement subcommittee is collaborating with the University's Public Affairs team to finalize an improved plan to engage the NYU community in and keep everyone informed about the Task Force's work. The plan includes monthly communications that will highlight items including an upcoming joint message from the Task Force Co-Chairs and President Hamilton; the [University's diversity statement](#); best practices and resources related to equity, diversity, and inclusion; interviews with Task Force members; ideas posted on the [Task Force IdeaScale website](#); and the Task Force's recommendations to the University.

Working Group Updates: Task Force members discussed a range of options related to the following subcommittee reports:

- *Administrator/Staff Outcomes* – Juan Tie reported that the administrator/staff outcomes subcommittee met with Sabrina Ellis, Vice President of Human Resources, to discuss data collection and reporting, as well as a set of strategies to enhance the recruitment and

retention of a diverse group of staff and administrators. The subcommittee also discussed ways to include union employees in these efforts.

- *Faculty Outcomes* – Tommy Lee reported that the faculty outcomes subcommittee will meet with Cybele Raver, Senior Vice Provost for Academic Analytics and Graduate Academic Affairs, to discuss data collection and reporting, as well as strategies related to recruiting and retaining a diverse group of faculty.
- *Student Outcomes* – Charlton McIlwain reported that the student outcomes subcommittee met to discuss strategies related to recruiting a diverse group of students and making sure that they are successful members of the NYU community.

Proposal for Faculty Education Series: Participants discussed a proposal for a possible faculty education series.