

Equity, Diversity, and Inclusion Task Force Meeting
September 9, 2016

Members Present: Awam Ampka, Susan Antón, Corey Blay, Dominic Brewer, Juan Calero Canaval, Tom Carew, Fred Carl, Gabriella Etmektsoglou, Benjamin Haye, Gwynneth C. Malin, Eugenia E. Meija, Jeffrey Metzler, Lina Meruane, Hjordys (Jo) Perez Matos, Charlton McIlwain, Andreyka Natalegawa, Angel Parker, Gabrielle Starr, Carol Sternhell, Juan Tie, Vincent Vance, and Kenji Yoshino

Members Absent: Jamie Skye Bianco, Kim DeCosta, Joseph Ehrenkranz, Peter Henry, Khalid Latif, Tommy Lee, Sana Mayat, Gbenga Ogedegbe, Stephen Small, and Devan Worth

Staff Present: Tracey Gardner, Jeffrey Metzler, and Nehemiah J. Rolle

Welcome and Introductions: Task Force Co-Chairs Charlton McIlwain and Gabrielle Starr welcomed the group and led everyone through introductions.

Task Force and Meeting Goals: The Task Force discussed its goals and structure for the upcoming year, which will include subcommittee work on:

- desired outcomes for students, faculty, staff, and administrators;
- the assessment/climate survey;
- communications within the Task Force, to the NYU community, and beyond; and
- engagement with the broader university community.

University administrators with related expertise will serve on each subcommittee, with a goal of providing relevant context and knowledge, as well as helping to advance each subcommittee's work.

Updates and Next Steps on Summer Action Items: The group discussed updates and next steps on summer work areas, including:

- *Chief Diversity Officer Search* – A cross-university search committee has been formed and an external search consultant has been hired to assist with the search. Co-chair McIlwain serves on the search committee and will update the Task Force on its ongoing progress.
- *Assessment* – The assessment subcommittee identified and recommended an external consultant to partner on the climate survey, which will be administered to students, faculty, administrators, and staff across the university. The assessment will also include qualitative and quantitative elements. The Task Force will work closely with the consultants on a range of items, including scheduling focus groups to help inform the survey design, generating ideas to ensure that as many people as possible participate in the survey, and identifying relevant check points to update the community on progress along the way.

- *Student Demands* – The Task Force reviewed progress on the set of items student presented to the university administration during the 2015-2016 academic year.
- *Communications* – The communications subcommittee reported on its assessment of Task Force communications, highlighting both challenges and opportunities for improvement moving forward, including using various platforms to promote increased engagement from the university community.
- *Bias Response Line* - The group discussed the Bias Response Line, which provides a mechanism for NYU community members to report incidents of bias, harassment, or discrimination that happen within our community. The Bias Response Line team will present its findings to the Task Force at the end of this semester and will continue to consult the Task Force on its implementation.

Working Group Chairs Meeting

The co-chairs concluding the full Task Force meeting. The subcommittee chairs discussed action items, timelines, and next steps.