

Diversity and Inclusion Task Force Meeting

February 5, 2016

Members present: Awam Amkpa, Arielle Andrews, Susan Antón, Jamie Skye Bianco, Corey Blay, Juan Manuel Calero Canaval, Tom Carew, Fred Carl, Kimberly DaCosta, Joseph Ehrenkranz, Gabriella Etmektsoglou, Peter Henry, Khalid Latif, Tommy Lee, Gwynneth Malin, Debora Martinez, Sana Mayat, Charlton McIlwain, Krystal McLeod, Eugenia Mejia, Lina Meruane, Andreyka Natalegawa, Adam Ramey, Stephen Small, Gabrielle Starr, Juan Tie, Vince Vance, Lynn Videka, Devan Worth, and Kenji Yoshino

Members unable to attend: Gbenga Ogedegbe

Staff present: Tracey Gardner, Ash Imery-Garcia, and Felicia Johnson

Welcome & Introductions

Charlton McIlwain and Lynn Videka, the task force co-chairs, welcomed the group and thanked them for agreeing to serve. The task force members introduced themselves and spoke about the skills and experiences they are bringing to the group.

Andrew Hamilton Remarks & Discussion

NYU President Andy Hamilton addressed the members and thanked them for agreeing to serve. He acknowledged the related efforts to date and also expressed a commitment to action and continued program moving forward, both in New York City and at the global sites. He recognized that diversity and inclusion must be addressed creatively and collaboratively. He answered questions from the group and listened to their concerns. He stated that he looks forward to receiving their recommendations for immediate and long-term improvements at NYU.

Goals, Roles & Responsibilities

The group discussed its overarching goals (short-term and long-term) and ground rules, and clarified the task force co-chair, student vice-chair, committee chair, and student committee co-chair roles.

The members emphasized the need to inform the university community about its work and progress early and often. The group expressed a desire for transparency while also acknowledging that some of its conversations and deliberations will need to remain confidential. The group agreed to speak to the NYU community as one unified voice through the task force website, and also to engage with students, faculty, administrators, and staff through listening sessions, the website, and other mechanisms.

Discussion of Preliminary Documents

The group reviewed [the documents circulated in advance of the meeting](#) and discussed effective strategies for building on previous efforts.

Committee Assignments & Campus Resources

The task force agreed to focus its work for the April 2016 preliminary report on the first two components of its [charge](#): inventory and assessment. As such, the members organized themselves into [committees](#) focused on the following areas:

- Faculty Inventory;
- Student Inventory;
- Administrator/Staff Inventory; and
- Assessment.

The task force will focus on the strategies and programs component of its charge after it completes the April report.

Committee Breakouts

The committees met individually to clarify their charges and to begin their work.

Wrap Up & Next Steps

The committees agreed to continue their work over the next month and to give updates at the next full task force meeting on March 4. Lynn Videka and Charlton McIlwain thanked everyone for their participation and restated their commitment to meeting the task force's goals.