CSE EID Committee Minutes
Date: 10/24/18

Attending: Amiran, Barber DeGraaff, Covey, Lazzell, Liu, Maxwell, Miner, Serrano-Moreno, Rider

Absent: Chawla, Dahl, Lin, McGowan

Committee's top priorities for 18-19 academic year:
● Assessing climate across CSE.
  ○ Can build on work from diversity working group, HERI data, T.Q Yen's focus groups
  ○ Generate new pulse surveys? Custom survey instruments for individual departments?
  ○ Things we need to consider in this work:
    ■ Role of coursework & classroom climate in gateway courses to major programs; sense of belonging for pre-majors.
    ■ Differences in climate for members with differing identities (race, gender, sexual orientation, self-identified class, etc.) and institutional roles (staff, students, instructors)
    ■ How to solicit experiences that aren't reflected easily in survey data (ie, impactful experiences for members of underrepresented groups, whose statistical size is by definition small, but where experiences are critical for understanding barriers within the institution): [paid?] Focus groups (see attached report from T.Q)? outside facilitators?
    ■ Climates in lab spaces, and representation in leadership roles.
● Helping PPBC w/ review/updating departmental COPEP addenda.
● Reviewing & developing stronger institutional processes for reviewing applicants' ability to contribute to equity & inclusion efforts (see Gina's rubric, attached).
  ○ College workshop or training for hiring committees?
  ○ Make sure policies / processes are relevant to staff recruitment as well as TT faculty.
● In the above activities, broadening lines of communication w/ individual depts. and programs and ensuring the committee's work, mission & goals are better understood across campus.

Other discussion points:
• Identifying barriers and support mechanisms for non-binary students, particularly research-related travel: College fund for lodging support? Mechanism for students to identify as non-binary within the college/university databases?
• Transparency in committee & college processes. Lack of transparency can cause some to feel confusion or mis-understanding around decision-making; on the other hand, transparency is difficult when community members do not feel safe communicating their experiences.

Items that have surfaced in subsequent conversations, which committee may want to consider this or future years:
• examining bias in salary, promotion, tenure, and retention rates for junior faculty (race + gender)
• implementing a code of conduct for field courses
• curriculum review w/ eye towards decolonization