Committee on Diversity & Equity
Minutes
Oct. 12th, 2016


1. September minutes will be circulated for approval.

2. DI award nominees due December 1, 2016.

3. Updates on DI initiatives
   - William provided an update on the MU Forum and its several upcoming events including the November community engagements symposium.
   - The following programs and events were also discussed: the programs on Hispanic and Native American heritage months, February Mitchem week social justice initiative, Incarceration story telling work shop, the Viewing of Two Families. One Dialogue, and a speaker and co-sponsor are currently being solidified for the MLK week event.
   - Ryan Warner discussed the upcoming Men to Men event discussing stereotypes.

4. Final update on DI search protocol
   - Sameena pointed out the following changes to the Faculty Search Committee Checklist: (1) An asterisk was added to steps 2-6 along with an explanation to clarify that these steps can be performed simultaneously, (2) Item 8 was amended to add time requirements, (3) Item 9 was amended to include language reflecting ideal and minimum representation of minorities and females in the short list compared to the larger pool, (4) Item 15 Dual spousal support will be a large point; the committee agreement to include partners as well as spouses.
   - Suggestion that the CDE meet with Dean’s counsel after Faculty Search Committee Checklist is approved.
   - Discussion of the search committee appointment in each college and the potential affects the checklist may have on each committee within the university.
   - Discussion of possibility of including this into the Dean trainings and workshops.

5. Discussion on exit interviews and data from other institutions
Kerry Egdorf joined the meeting to present data from other institutions.
The Committee agreed to postpone Kerry’s presentation on exit interviews until the November meeting. Kerry will present this information at the November meeting and the committee will invite Gary meeting to sit in on the presentation and discuss the exit interview process.

6. **Review CDE goals and annual agenda**
   - “Kerry Egdorf shares data from other institutions” will be moved to November and take place on same date as step 2.
   - In the November meeting, the police department’s annual report will take up the first half of the meeting; the exit interview discussion will take up the second half. The meeting will tentatively run from 9-11 am.
   - In December, the Committee will work on recommendations based on Kerry’s findings and her meeting with Dr. Gary Meyer. Additionally the CDE will choose five candidates to forward to the Provost for the Diversity and Inclusion award.
   - In March, Kerry will present a draft of proposal for exit interviews to go to provost. The Committee will also review data from Alix and climate study.
   - The adjunct and faculty proposals will be pushed to 2017/2018.

7. **Review charges of the three Diversity Initiatives at Marquette and steps to minimize overlap**
   - Discussion of the possibility of a general diversity website or hub where someone tracks all diversity initiatives and posts them to a central site; as well as guide users to one of the three DI committees depending on what the user is seeking.
   - Discussion of the feasibility and possibility of using a qualified student intern or student employee to handle the day-to-day operation of this site after designed.
   - Jean suggested someone from OMC, William, and an analyst working in collaboration with one another.