Committee on Diversity and Equity  
November 14th, 2018


The meeting began at 9:05 with a reflection led by Jessica Delgado.

**D& I Award rubric review**

- Open to comments and making it better  
  o Clarification that criteria 1,2,3, & 4 on the sheets are listed on the website. The language has not changed. Rubric adds more detail.  
  o Idea of piloting this rubric and see how it comes out.  
  o Discussed adding the word “examples” to the rubric, so that guidelines are flexible. CDE can never anticipate what nominees’ accomplishments might be, and therefore keeping rubric open could be very helpful.
- Rubric was accepted with suggestions listed above.
- Award deadline: December 3rd.
- Award was announced last week.
- We discussed how perhaps we should send out a message after an individual wins saying how hard the decision was to choose & that we had a great pool of candidates.

**Use of Diversity statements in hiring** Sameena Mulla started by explaining what a diversity statement is. She passed out a handout detailing what they are, what advantages they bring and how search committees should use diversity statements.

- Diversity statement align with our mission statement.
- Should take every area of qualification and see how a faculty member applies diversity in their practice.
- Allows university to assess candidates’ relevant experiences in these areas
- Search committees should have a plan or approach as to how they will assess each item that makes up a faculty candidate’s dossier.
- CDE will pursue drafting a full recommendation for adopting the use of diversity statements in hiring all full-time faculty, to recommend to the provost and to the Academic Senate.

- CDE discussed how diversity statements can be implemented, including in search committee training offered by the Office of Diversity and Inclusion (currently mandatory for all search committees), and being added to an online equity toolkit.
- The website may include suggested language for soliciting statements, examples of diversity statements, and examples of criteria for evaluating diversity statements.
- Lisa Edwards and Sameena Mulla will conduct more research and draft a full recommendation for consideration by CDE at the February meeting.

**Other updates and concerns for the greater good**

- Ad Hoc committee on Service is meeting. About a dozen people have been meeting to discuss best practices for the service burden issue.
- Faculty looking into Title VII discussions.
- December 6th Corrine Conway will be meeting members of the Board of Trustees regarding her experiences of racist bias incidents in the residence life system.

Meeting Adjourned at 10:01 am