



SCHOOL OF
PUBLIC HEALTH

Diversity, Equity & Inclusion Committee
December 14, 2022
2:00 – 3:00PM
Via Zoom
Confirmed Minutes

Members Present

1. [REDACTED] (Chair)
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]

Non-Voting Members Present: [REDACTED] - Taking minutes; [REDACTED] - DOL

Members Absent: [REDACTED]

Who	Topic	Associated Documents	Notes	Actions
[REDACTED]	Welcome & Check In			
[REDACTED]	Review & Approval of Prior Meeting Minutes *October & November	DEIC Meeting Minutes 1012 22.docx DEIC Meeting Minutes 1192 2.docx	Approved	
[REDACTED]	DEIC Chair for January 2023		[REDACTED] will be January's Chair	
[REDACTED]	Finalize Diversity definition rollout	Definitions - use asks draft and applications Dec 2022.docx	Committee used this time to add/finalize the diversity definition and list of asks to the Dean: <ul style="list-style-type: none"> • Email text for [REDACTED]/Dean asks 	<ul style="list-style-type: none"> • Send email to the Dean with DEIC Diversity Asks.



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			<ul style="list-style-type: none"> • Dean shares via email with SPH community and post on SPH website • Dean’s Team Liaisons diffuse the definition through committees – requesting time for discussion on each committee • Definition shared/presented to students during orientation annually • Definition shared/presented to faculty/staff at all school meeting annually • SPH leadership acknowledges and shares plan to incorporate definition in practice • The committee needs resources to help support the laborious work that is being done with these definitions and strategic plan. <p>Action items for the Dean:</p> <ol style="list-style-type: none"> 1. Application of definitions in Dean’s search: <ul style="list-style-type: none"> ○ Part of position description ○ Selecting candidates with specific competencies, to inform interview questions. 2. An institutional audit of how we have been using “diversity” to identify where change is needed 3. We need data about all the ways in which we're not creating an inclusive environment for students and faculty - tracking and reporting of: <ul style="list-style-type: none"> ○ Student recruitment 	
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			<ul style="list-style-type: none"> ○ Retention by historically repressed and marginalized ○ Complaints against faculty and response 	
██████	Ratify the Equity definition		Equity is mostly ready. It requires a final review by the committee.	<ul style="list-style-type: none"> ● Final review in January 2023
██████	Closing & Thanks			

****Agenda items requested to be submitted 2 weeks prior to next meeting**

Next DEIC Meeting: *Next Meeting: Wednesday, January 11, 2022 2:00 – 3:00 PM