# **College of the Environment Diversity Committee Meeting Minutes**

Thursday, February 27, 2020, 2:30 - 4:00 p.m.

OCN 203

<https://washington.zoom.us/j/901417127>

(Facilitated by Terryl Ross.)

Attendees: T. Ross (Dean’s Office); I. Carrera Zamanillo (Dean’s Office); K. Morrill-McClure (Co-Chair, WSG); S. Murray (Nature and Health, SEFS); M. Russell (Dean’s Office); L. Exell (Advancement); W. Gibble (Botanic Gardens); T. Billo (Program on the Environment); K. Bumbaco (JISAO); J. Kobayashi (Marine Biology); B. Harvey (SEFS); S. Breslow (EarthLab); Sandy Wyllie-Echeverria (Friday Harbor); S. Saberi (SEFS); E. Myers (ESS); A. Boyar (OCN); B. Harding (SMEA); E. Becerril Salas (SEFS)

## **Agenda**

**I. Welcome and Introductions--All**

**II. Diversity Committee Transition—Star & Karen**

Move on voting for Elena Becerril.

The committee approved Elena to become a chair.

Next meeting in March, Star proposed to meet on March 12. People can send time options

**III. College of the Environment Diversity Committee Liaisons Report—All**

**a. Share**

**a. Diversity Committees Update**

A document was uploaded to the folder related to this meeting with the updates shared by the different diversity committees at the units

Can you please provide a link here in the minutes?

**b. Upcoming DEI Activities & Events**

List of events uploaded to the folder related to this meeting. More on the College Website > <https://environment.uw.edu/about/diversity-equity-inclusion/news-and-events/>

**c. Earth Day 2020**

First Earth Day, 50th Anniversary, Dennis Hayes, vision to make Earth Day 2020 be inclusive, kick off a year of projects and activities, 50 for 50,

If your unit is doing something for Earth Day, let us know, we can post it on the UW Earth Day website, just send an email to Isabel Carrera Zamanillo at [micz@uw.edu](mailto:micz@uw.edu)

**b. Request**

**a. Diversity Conference Topic**

Please share your ideas. There will be a component for students

**b. STEM Recruitment and Retention Activities**

Please share what’s happening at your units and if you have any ongoing efforts or programs

**c. Native American Recruitment and Retention Activities**

Not doing well with this area. There’s a Yakima scholarship that’s been unused.

What is your unit doing with Native American populations, either on campus or outside. Share this information with the DEI office (contact Isabel Carrera Zamanillo at micz@uw.edu)

**IV. CoENV Diversity Conference 5/29 1-5pm**

**a. Hiring Best Practices**

Workshop with Ebonee and Chad Allen

**b. Student Voices**

A component will be led by students. Please contact the DEI office to get more information

**c. Diversity Committee Topic**

Ask your unit about topics that would benefit the whole college. For instance, how to be a while ally. Get suggestions back by April meeting. Send those to Isabel Carrera Zamanillo at micz@uw.edu

Other ideas: something around coronavirus,

**V. Conversations on Diversity?**

Food insecurity was last one. Should we make this a priority or not? 1 a quarter, opportunity to learn from existing expertise, learning opportunity for college, was an hour, lunch was provided, several people on the panel,

In the past people of color have been asked to participate, but it has created a burden.

Other topics could look into power dynamics between gender, class, disciplines, academic hierarchy, fields, etc

A panel does not necessarily allow for an open conversation, so let’s think about potential ways to embrace a conversation with all attendees, trying to make all voices being heard (not just experts)

An honorarium to participants should be provided. The Office of DEI can support with some fund, but the Committee has a budget of $5000

**VI. Diversity Committee Retreat?**

The Assistant Dean in DEI meets with all chairs and diversity committees in the different units. The DEI office also puts a Diversity and an EJ Conferences. The DEI office already hosts a diversity committees gathering occuring every quarter and a STEM Outreach Gathering to expand the pathways between K12 to college (more information in the document “Coming Events”).

The retreat can help everyone to know each other and the efforts going on in each unit. Would having a retreat a good idea? If so, when would it be a good time to have it?

An option is to have it in the Center for Urban Horticulture.

Planning will start in summer.

Maybe having it at the beginning of the year (FALL or in September) so it will also be a good opportunity to engage with new potential members for the committee

**VII. Next Steps**

Diversity Gathering - every quarter, whoever wants to come but certainly diversity committee members. Next one April 27, 1-3pm, ECC Unity Suite

**Sharings:**

Anna- Shared that she and another student led a meeting in EJ

Joe- Regarding undergraduate courses, one of the faculty wants to promote more diverse lab working spaces, the problem is how to manage getting more diverse students in the classroom. Are there any experiences in our college doing this?

Terryl- SAC is coordinating a mentoring program that is expanding, promoting engaging activities, sharing resources