

Diversity Committee Meeting

October 29, 2020

Join Zoom Meeting: <https://washington.zoom.us/j/92439751253>

Attendees: Jessica Farmer (UWBG), Sandy Wyllie-Echeverria (FHL), Jessica Bumbaco (CICOES), Sarah Converse (SEFS/SAFS), Liz Exell (Advancement), Anastasia Ramey (Earthlab), Constance McBarron (Earthlab), Emma Myers (ESS), Victoria McDonald (ATMS), Megan Russell (Dean's Office-HR), Tim Billo (PoE), Adi Hanein (CICOES), Joe Kobayashi (MB), Nicole Faghin (WSG), Elena Becerril Salas (SEFS), Annika Horlings (ESS), Jackie Padilla-Gamiño (SAFS), Terryl Ross (Dean's Office- DEI), Isabel Carrera Zamanillo (Dean's Office- DEI), Erendira Aceves-Bueno (SMEA)

AGENDA

- I. Welcome & Introductions
- II. Acknowledgement of Former Members
- III. Diversity Committee Hopes & Aspirations
 - a. Elena
 - b. Terryl
 - c. Committee
- IV. Diversity Efforts Update
 - a. Unit Diversity Committees
 - b. Community Equity Initiative (CEI)
 - c. DEI Office
- V. Diversity Committee Housekeeping
 - a. Roster updates
 - b. Membership updates
- VI. Open Agenda
- VII. Adjournment

MINUTES:

- I. Introductions:
 - Jessica- A lot of people are on reduced shifts due to revenue issues.
 - Sandy- Someone in FHL will join me at the Committee. We had this past summer a REU program; students were presenting in virtual meetings.
 - Bumbaco- Excited with the new acronym
 - Sarah- A lot of work on DEI and as a professor. Co-chair of SEFS DEI committee with Brian Harvey
 - Liz- Fundraising is a little bit more challenging online
 - Anastasia- In charge of tribal engagement and part of the equity team
 - Constance- In charge of communications, excited to see the DEI efforts across the College
 - Emma- Finishing my last year as a PhD student.
 - Victoria- PhD student
 - Megan- I could not be so involved with the committee but I hope I can do so this year
 - Tim- Weekly seminar series in PoE on DEI
 - Adi- I lead DEI efforts in CICOES/NOAA-Sand Point
 - Joe- Advising has translated fine into virtual environments; we doubled our student body size and 20 students are at FHL

- Nicole- This is my last meeting in this committee
- Elena- PhD student
- Annika- PhD student
- Jackie- Involved in DEI in the College, University, SAFS and I feel a little bit burnt out. I wonder why there are more women in this Committee
- Terryl- The challenge I see is that there are a lot of people suffering
- Ere- New faculty in SMEA

II. Acknowledgement

We are very thankful for Karen's service and make sure that no one feels unsupported in this committee

III. Diversity Committee Hopes & Aspirations

Open questions to address:

- How can we strengthen cross-departmental community?
- What is the best use of our/your time?
- What are topics of importance for you and your department that you would like to address this year?

- Adi- I know that there's a great number of resources available. Maybe creating a shared list on specialists that could address topics such as the Presidential
- Liz- What are the DEI Gatherings? Are those different meetings than this?
- Isabel- They are different, The DEI Gathering is intended for a broader audience in the College interested in DEI
- Terryl- If you would like to participate in the DEI Gatherings or topics that you might want to share or explore
- Megan- How can we ensure that there's no overlapping between these two groups.
- Terryl- The Diversity Committee has a structure, memberships, money
- Sarah- As a member of 2 units, I have seen how there's no communication between units and figuring out a way to better coordinate/communicate
- ? - We want to revisit work groups in the first DEI Gathering so we do not have to reinvent the wheel and including that as part of the structure to become more productive
- Joe- The difference in scale and types in units can be challenging. For example, from a small unit, it is hard to share information because there's no the same amount of people working on topics that a bigger unit might be working on.
- Jessica- There UW has so many pieces that can be puzzling. I will see more as a sharing exercise
- Sandy- I will second Joe's comments. I listen to whatever is saying, but there's not much that we can share and we hope we can share more next year.
- Tim- UW-wide DEI-puzzle, we could be working with other DEI groups in other colleges. This might be useful to seat in other colleges, for example, Arts and Sciences.
- Isabel- There's the campus-wide DEI committee and I work with other DEI program managers
- Terryl- Diversity Council- Meets monthly and it is campus-wide. Diversity Leads- Some of the same members. If someone wants to meet with someone in DEI in another unit, please let me know, I will be happy to facilitate introductions.
- Tim- Maybe Terryl and Isabel are connecting with other schools and colleges but I'll love to know more on what other units are doing

- ❑ Elena- It would be great if we could come with some topics in each DEI group, so we can come with an agenda that will respect everyone's time, making sure that meetings are productive. Maybe this could be done for the next meeting.
- ❑ Adi- Sometimes I feel that I cannot contribute to all meetings. For example, if we could have the agendas in advance so if there are topics I cannot contribute I can just skip the meeting
- ❑ Terryl- Not everyone has to come. There should be 2 members and an alternate, so you could coordinate. We cannot tackle everything in every meeting

Diversity Efforts Updates

- Terryl- Does anyone have events to share?
- Jessica- Can we share other efforts
- Sarah- In SEFS, Nov. 19, open quarterly meeting. This is the 3rd or 4th. If anyone else is interested, please let me know
- Tim- We have been doing a seminar/discussion series, Terryl was a presenter, this has been an event mostly for the PoE community, but I will be happy to have members of this Committee participating. It's on Friday. These events have not been very well attended, any ideas or suggestions? Sarah, is your event attended by students and how are you drawing attention to your event.
- Sarah- Highest proportion of attendees were staff, grads, then faculty, and undergrads way behind. I do not know how to change that yet, but our grad students are a huge catalyst
- Jessica- If you want them to come, go to their classes to share information
- Tim- I believe part it's Friday and too much Zoom
- Isabel- We can post your events on the DEI calendar
- Elena- Use of listservs. What listservs can we use?
- Megan- College of the Environment are listservs managed by the Dean's Office and cannot be used for other information that does not come from the Dean's Office
- Anastasia- Does this apply to the units?
- Isabel- No, just to the Dean's Office managed listservs
- Tim- Let's think what's realistic to do and how much power we have to make recommendations
- Terryl- We can make recommendations to the Dean, but we need to create a space where we can discuss issues as, for example, compensation for students, postdocs...
- Terryl- Last year we got Diversity Committees writing a paragraph
- Nicole- WSG formally created a position, Melissa Watkinson is our Equity, Community and Access lead

To do:

- Need to elect officers
- Review memberships (check [charter](#))
- Please review [spreadsheet](#) with efforts at the unit level
- DEI office will send some updates and follow ups