

## College of Engineering, Diversity and Inclusion Committee Meeting

07 October 2020, 9:00 – 10:00 AM

Meeting location: Zoom

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### Meeting Agenda

- I. Call to order
- II. CoE Diversity and Inclusion (D&I) Committee Charge – COE Associate Dean for Academic Affairs - Sriram Sundararajan
- III. Committee Introductions (name/dept/role in dept)
- IV. Committee Organization & Meeting Structure
  - a. Departmental communication and representation
  - b. Departmental updates (D&I committee activity report if formed)
  - c. Resources - shared folder on box
- V. Reports of Special committees
  - a. Webpage committee
  - b. Senior Survey
- VI. Unfinished business
  - a. Diversity and Inclusion Worksheet – Evaluating Current Efforts
- VII. New business
  - a. Meetings with student groups - discussion
    - i. Last year we decided that the college EDI committee would schedule a meeting with student clubs that are based in the college. This is meant to provide an opportunity for us to share our college initiatives with students, and to give the students the opportunity to share any concerns or ideas they might have with us. The goal is to do this 1X each semester.
    - ii. SWE, NSBE, SHEP-MAES, ASU, UNASA, LGBTQIA+ community, Veterans, SACNAS, other ethnic identities
    - iii. Meet with student leadership then full membership?
    - iv. OR just meet with student leaders?
  - b. List of conferences for COE support
  - c. Vote requiring all COE departments to have a committee committed to D&I or EDI in governance document (departments can assign a special committee to cover until gov. doc is modified)
  - d. Strategic Plan Discussion (Nov meeting)
  - e. Other initiatives that the committee would like to pursue this academic year?
- VI. Announcements

Next Meeting: November 18, 2020, Location: Zoom

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Committee Member in Attendance	Sign & Date here
J. Wright – ABE	x
S. Holland – AER E	x
D. Rollins – CBE	x
J. Shane – CCEE	x
D. Rover – ECpE	x
S. Gilbert/Qing Li – IMSE	x
M. Mathison - ME	x
M. Thuo – MSE	
L. Ancar – Student Services	x
S. Núñez – Student Services	x
A. Parrott – WiSE	x
C. Gomes – Faculty Senate Rep	x
M. Soupir – CoE EA	x

### Notes:

Sriram: committee charge presented to the committee. Thank you everyone to serve in this committee during this challenge time. It is a very important committee to CoE.

- Understand what each department is doing and develop of a college -level strategy for diversity and inclusion. – Ideally, get this completed this semester if possible.
- Complete climate survey for graduating seniors to be distributed across all department in COE.
- More regularly engage student organizations specifically from under-represented or marginalized students.
- Website to be revamped and provide the important information regarding D and I.

### Intro:

Michelle Soupir – ABE – equity advisor for the COE

Margaret Mathison – ME – working on the DI for the ME department

James Wright – ABE – DI committee at ABE

Richard Stone – IMSE – DI committee

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Qing Li – IMSE – representing Stephen Gilbert

Allie Parrot – interim director for the WISE under provost office.

LeQuetia Ancar – student services – director of Multicultural student success

Diana Roover – Ecpe – director of DI in the ECPE

Santos Nunez – worked Dr. Ancar – work with multicultural students for placement and retention.

Jennifer Shane – Civil and Construction and Environmental Engineering – working on D+I committee at the department

Derrick Rollins – CBE – no specific committee that is named for DI, however, have the recruitment and retention (3 or 4 faculty and 2 to 3 staff).

Michelle: Organization of the committee and meeting structure

- Share the efforts on faculty meeting at your Department information about the D and I at the CoE level
- Share resources from your department to this committee so that we can all benefit from each other efforts.

Special committees:

Webpage committee – current it is pretty out of date.

Derrick: a student was to be assigned to help with this effort, however, communication has fell thru.

Initially thought it was to be student centric and student focus. What should be the content?

What do we want to accomplish?

- Message from the Dean about D and I
- Connection to departments
- What is our audience?

Carmen: we should design the page to be for everyone in the CoE , faculty, staff and students. It should state that diversity and inclusion is part of the land grand mission of the university and part of the strategic plan for the university and college.

Diane: do we have a college communications staff person to assign to us? We should get help from them.

Michelle: yes, we will have help from Bill – he can help with the website and twitter feeder.

Diane: we need a writer to help with the communication, they will have things organized, and moves things quickly.

Another suggestion: search other colleges at ISU such as VetSchool and College of Design

Allie: the website will be very timely and super important during this time. Regarding the DI COE charge of the committee which seems very focus on students–

What are we doing for faculty and staff?

Michelle: could share a little bit as Equity advisor and training for D and I for P & T committee and faculty hiring training. She believes that we should focus on efforts beyond training.

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College is going to have a open for a new position for associate dean and she is hopes that this person will be involved in the D and I efforts.

Diana: we should not overlook faculty and staff and perhaps bring that up to Sriram that the committee charge should also focus on both.

Michelle: will reach the college and ask for technical support for the website design and communication. Derrick, Diana and Carmen offer to provide guidance on the material to be included in the webpage.

### Senior survey:

Questions were revisited to have the questions normalized.

Diversity questions are now required and will be implement on this Fall survey.

Questions regarding experience and witnessing harassment and microaggressions.

Survey questions were presented to the department chair

What happened to previous survey? LeQuetia will provide the results in the COE DI folder

Michelle: this survey will be collected and a plan will be implemented to improve climate among students.

Derrick: we already have information from previous surveys, we need to do something about now and start efforts related to D and I.

LeQuetia: we start in engineering 101 were D and I training was provided.

Derrick: Should we move on to the next survey?

LeQuetia: This is a good question. We should be able to further look into it and see if more can be done and perhaps connect with the senior survey.

Michelle: questions are design to pin point where mitigation should be implemented. Once this information shared with faculty and that's when they realized the need to engage in D+I effort.

Suggest to do in the sophomore year so we can act before graduation and also increase participation in the senior year.

Future efforts: Focus on faculty and staff diversity and inclusion. (Carmen and Allie) The future of the college depends on retention.

Santos: we cannot have the pandemic slow down the efforts on diversity and inclusion.

Diana: add in future agenda – faculty and ABET efforts for accreditation that include diversity and inclusion.