

## Diversity Committee Meeting 6/11/2020

Lunch and Learn (6/5) Recap and Action Items – review notes

Positives: It happened, it brought people together, it opened a dialogue, it advertised the Diversity Committee, most would attend a similar event again, large number of voices heard

Negatives: Lack of structure, no take home message or action items, too much free-flowing conversation, white guilt

Ideas Moving Forward:

- Student committees that meet with faculty candidates (lunch or separate meeting slot) - gives students a voice in decision making
  - Diversity statement for hiring – include mentoring aspects
- Student representatives on committee (and postdocs and staff) - groups should identify the people themselves (vote)
- Grad student "Citizen-Scholar" award (like Chem Merit Awards) - recognize students that do things to improve conditions for URM groups and department climate (SK)
- Black seminar speakers in normal divisional seminars; also speakers with expertise in DEI research during normal departmental seminar slots
- **Required Training:** over a longer period of time (not all at once so the info can be absorbed); STEMMS
- Cultivate relationships with HBCUs and local community colleges with diverse populations
  - Cohort building for POC – reach out to students as undergraduates to participate as REUs
  - Provide institutions with large URM populations with list of REU opportunities on campus (OMAD has this list already, Terry Ward)
  - Closer ties with faculty at those institutions for recruiting
  - How do we get faculty to participate in REU opportunities involving URM students – how do we build this program (NSF REU supplement, NIH diversity supplement – require 3-4 months of lead time); apply for additional chemistry-focused REU programs
  - Pull diverse UW students into our programs – NIH training grant (IMSD, P34) (or similar NSF)
- Book shelf in Rab's room with reading materials on race and diversity
  - Book club or reading group over summer: advertise in Bagley Bulletin (not just through InCS)

- Posters of diverse scientists in study center and hallways - check on where the study center effort stands; bio project from Charlie and Adrienne
- Improved communication from committee – post minutes, regular updates (maybe quarterly newsletter or section in Bagley Bulletin?)
  - Accountability statement
  - Follow up email to Department explaining the Diversity committee's charge and role?
  - InclusivechemUW twitter (posts will automatically update on twitter)

Diversity Seed Grant Application (TK and Debbie):

STEMM(S) – Strategies and Tools for Equity Minded Mentoring in (STEM)

HHMI, Cottrell application to coordinate these activities and perhaps replicate at other universities

Website updates

Events on front page

Minutes on committee page

Section for prospective students and faculty (review)

Resources – let's add!

Priorities for Next Year

Diversity steering committee – members of this committee embedded in other committees

Structural changes – increase representation and support for diverse students

Public meeting times with first part open (~30 min)? Entry to including students, staff, etc. on committee; Alternatively one open meeting per quarter

Meeting frequency: 3x quarter? Maybe faculty meeting slot when we don't have faculty meeting? Maybe midway organizing check in August or before quarter starts in September?