

2/19/2021: Meeting summary

2019 climate survey report

- An outline and draft have been started (thank you Imani, Amelia, Sam, Raine).
- Next steps are to discuss the draft (at our next meeting) and discuss ideas for a 2021 report/survey
 - Amelia invited Brittney specifically for this conversation

Updates from faculty DEI committee

- [Premeeting agreement draft](#) is open for 1 week for comments
 - There are 3 options for desired degrees of anonymity - direct comment, mediators, google form
 - Final draft is very different from what was originally envisioned, but includes a lot of the key elements that were brought up throughout the process
 - Scott and Todd committed to advocate on behalf of anyone who faces retaliation, but there is not a lot of university structure in place to define the 'grey area'
- Now we are moving into the phase where we can all have direct input and communication with any member of the DEI committee.
 - Process of the past few months has kept a lot of this group out of the conversation with faculty - now it's time for everyone to re engage and make all our voices heard
 - Time to collaborate, actively produce suggestions, ideas, etc. - reach out to committee, mediators, or reps with agenda items and flood all channels with suggestions for priorities to build agenda for the meeting
- Next meeting will be setting up agenda to be distributed with information about the meeting; hopefully a date will be chosen in the next ~2 weeks as well
 - Setting up a formal DEI committee in the bylaws of the department - what would be an inclusive and effective structure for this committee?
 - Bylaws will clarify how people are added to the committee - Scott and committee agreed that staff, postdocs should be included
 - Agenda will refer back to priorities ranked by grad students in the priorities poll
- How can the faculty body repair trust and demonstrate commitment to an action plan?
 - Interactions so far have largely been with gatekeepers - opening communication with the faculty more broadly should be an improvement
- Scott's letter referred to a top down directive to develop action plans - this seems to be more loose pressure than a formal deadline from the Office of DEI
 - These action items did not come from the DEI committee and were not approved by the department as a whole

DEI Workshop registration

The survey on DEI workshop registration received 63 responses (thanks Todd for reminding faculty to respond). Amelia will coordinate with Brett at the DEI office to set up a date/time (Tuesday 10-12 or 2-4, Friday 10-12 or 1-3). Hopefully this workshop will be happening during winter quarter - stay tuned for updates.

Therapist survey

A survey to recommend therapists by grads, for grads is LIVE on the DEIW website! View responses and submit your own reviews [here](#). Thanks to all who moved this project forward.