

**SPH - Committee for Equity and Inclusion**  
**Agenda**  
**January 11, 2021; 3 – 4 pm**

1. Welcome and introductions
2. Election of Chairperson
3. Review Racial Equity and Justice Survey Report (attached)
  - Specific findings as foundation and basis for Committee
  - Specific findings for building and developing mission and goals
4. Next steps:
  - Develop the mission and goals of the Committee
  - Discuss feasibility of an introductory program/initiative to establish baseline
    - ✓ Diversity, Equity and Inclusion Maturity Index <https://www.cupahr.org/surveys/dei-maturity-index/>
    - ✓ Campus Climate Survey

**Members:**

Tenured faculty representatives:

Andrew Maroko  
Levi Waldron

Tenure-track faculty representatives:

Sasha Fleary  
Victoria Ngo

Non-tenure track faculty representative:

Marie Sillice

Staff representatives:

Daneen Anderson-Mercer  
Himani Sharma  
Michelle Finn

Student representatives:

Paulo Lellis  
Toya Cox  
Alanna Cruz  
Craig Rijkaard

Ex-officio:

Sahana Gupta