

**SPH - Committee for Equity and Inclusion**  
**Minutes of the Meeting**  
**October 12, 2021**

**Members:**

Co-chairs: Himani Sharma; Sasha Fleary  
Student members: Alanna Cruz; Natalia Surujnath  
Faculty members: Andrew Maroko; Levi Waldron; Marie Sillice; Victoria Ngo  
Staff members: Daneen Anderson-Mercer; Michelle Finn; Paulo Lellis; Toya Cox  
  
Student Volunteer: Craig Rijkaard

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Marie Sillice and Vickie Ngo were excused.

**Co-chair representation at the Steering Committee of the Governance Council**

- Himani Sharma, co-chair will represent CEI at the GC Steering Committee for academic year 2021-22 and Sasha Fleary, co-chair will represent CEI for academic year 2022-23.

**Proposed Amendments to the Bylaws (7.1 and 7.5)**

**Proposed ratification of elected members following the adoption of the Bylaws**

- Sasha, Andrew and Levi as voting members of the GC will join Lynn Roberts and GSGA president, Antonino Maltese to propose the amendments to the Bylaws 7.1 and 7.5 pertaining to the CEI Composition and Duties.
- In order to comply with the Bylaws which were adopted after the election of the members to the CEI, the members will be presented as a slate of nominees to the GC and their election as members ratified by the GC. A similar action will be taken for the 2 student members.

**Anonymous Reporting Form and Logistics**

In DropBox and also attached for ease of reference.

- Feedback from members – deadline is Friday, October 22, 2021.
- The Form and Process will be presented to the GC Steering Committee on November 23<sup>rd</sup> with the expectation that it will be approved for presentation at the GC meeting on 12/8/21.
- Sahana will check with Sumana to ensure that the form is accessible, when placed on the web.

### **DEI Maturity Index Survey follow up**

- Development of goals: Investment & Infrastructure
  - Michelle presented the goals on Investment and Daneen presented the goals for Infrastructure

**Next steps:** Himani, Sasha and Sahana will consolidate and refine the goals presented for the 5 key factors

- Assessment
- Communication and Education
- Culture
- Compensation, Recruitment and Retention
- Investment & Infrastructure

Members noted that infrastructure should also include a goal focused on physical accessibility, i.e., facilities, technology, etc.

A needs survey may be useful in identifying infrastructure needs for students, faculty and staff.

Once the goals are developed, shared and agreed upon, the CEI webpage will be launched.

### **Campus Climate Survey Proposal:**

The Campus Climate Survey proposal was presented to the Senior Staff at their meeting on October 7<sup>th</sup>.

**Next steps:** Further research on vendors and budget will be undertaken and a definitive proposal presented for consideration.

Next meeting is scheduled on Monday, **October 25<sup>th</sup> at 3 pm**