CUNY SPH GRADUATE SCHOOL OF PUBLIC HEALTH & HEALTH POLICY

<u>**SPH - Committee for Equity and Inclusion**</u>
Minutes of the Meeting
October 25, 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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Natalia Surujnath and Daneen Anderson-Mercer were excused.

Anonymous Reporting Form (attached)
Himani led the discussion on the form, requesting members to provide their feedback in order that the Form may be finalized and be ready for presentation at the Steering Committee of the Governance Council at its next meeting on <u>November 23rd</u> with an anticipated presentation at the Governance Council meeting on 12/8/21.
- Paulo's recommendations to remove the DATE (as the form provides date and time stamp upon submission) and edit the question on Suggestions as "not required" were accepted.

- Levi recommended that a statement on "confidentiality" be included on the Form.

- Members discussed the logistics for the review of submitted forms.

  o It was decided that the Form indicate that HR and CDO would be contacted and involved when the Form contained matters of a sensitive nature that required such intervention.
  o Members suggested that the logistics document be made available as an attachment to the Form – so that the process is transparent.
    ▪ Clarify that the form would be first accessed by the CDO, shared with the co-chairs and reviewed for next steps.
    ▪ It would include the names of the sub-committee members who will review the Form.

The feedback on the revised Form is due by **<u>Friday, November 5th</u>** and will be finalized at the next CEI meeting on November 8th.

DEI Maturity Index Survey follow up: Development of goals (attached)
Sasha led the discussion noting that the main goals for the CEI should ideally come from the Campus Climate Survey.

The assessment of the School's DEI status is critical. The survey report and recommendations would provide the baseline for the interim goals of the CEI (until Campus Climate Survey completed and results analyzed). For the interim, members discussed

- defining broad goals for the CEI
- establishing the CEI webpage
- identifying small projects with specific outcomes that can be undertaken by Committee members that would establish the CEI presence

Sahana will provide the draft "goals" and "projects" document for further discussion.