

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

Members:

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

The meeting was called to order at 3 pm

Excused: Marie Sillice

Co-chairs: Expressed gratitude for the opportunity to provide leadership to this Committee.

Goals:

The draft goals are a good placeholder to begin the conversation about what the CEI's focus should be for short-term and long-term goals and targets.

DEI Maturity Index Survey:

The DEI Maturity Index has been reviewed by both co-chairs and it is decided that Committee members will take the survey to assess their own understanding and perception of DEI at the School. The analysis and report will help the Committee establish a baseline, develop goals, prioritize work, and look for appropriate resources.

Committee members will be asked to complete the survey by 4/20. The results will be reviewed by the co-chairs and the Chief Diversity Officer. Based on the results, we will assign members to subcommittees to discuss the results, and develop 1 or 2 draft goals to share at the May 10th meeting.

DEI Definitions:

The Committee will also undertake the development of the definitions of the key terms used - *e.g.*, diversity, equity and inclusion, to establish a common and comprehensive understanding that will be shared by the SPH community.

Safe Space / Anonymous Tool:

Levi recommended that the Committee develop an anonymous tool for the SPH community to report concerns and issues related to DEI which do not rise to the level of a formal complaint. The tool also

provides the opportunity of safe space to the community while informing the Committee of any current and ongoing concerns.

He also suggested that an ombudsperson be available for the community to address such concerns.

Sahana discussed the 2 anonymous tools being used by SOJ and SPS. It will be shared with the Committee members and a subcommittee may be formed to work on this project.

Student Proposals (Mentoring Program; embedding DEI in curricula and co-curricula programs)

Sahana reported that Laura Maltz and Ashish Joshi have responded positively to the students' proposals. The students, co-chairs and Paulo will meet with Laura and Ashish for follow up.

CEI as a DEI Spokesperson/Resource for the School:

The Committee's role, responsibility and capacity to make statements and provide resources on DEI topics will be elaborated at a later meeting.

However, it is agreed that the CEI should begin to look at ways in which it can support and provide an *equity and inclusion lens* to public statements from the School (specifically for social /commemorative months/ dates and community-based crisis statements).

Sahana will share a sample EDI calendar for review.

CEI will also look at ways to collaborate with the Student for Racial Justice Support group and the Teaching Collaborative project.

Bylaw Revision:

Revisions to the CEI section in the proposed Bylaws were discussed. Since the language in the Bylaws was written prior to the CEI Mission Statement was finalized and adopted, it was suggested that the revision incorporate the Mission statement.

The revisions will be sent to Glen Johnson, Chair of the Governance Council for presentation on Thursday, April 15th.

The meeting ended at 4 pm.