

SPH - Committee for Equity and Inclusion
Minutes of the Meeting
September 13, 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

Marie and Michelle were excused.

Himani welcomed Natalia Surujnath, new student member to the CEI.

Sasha thanked Craig Rijkaard for his interest in continuing as a volunteer member.

Anonymous Reporting Form:

Members are requested to provide their feedback and comments on the Form and the logistics for the form in DropBox so that it can be finalized for presentation to the senior administration and subsequently, to the Governance Council for approval and implementation in the fall 2021 semester.

Sahana will share a draft process/logistics document.

The form and the logistics will be finalized at the next CEI meeting on 9/27/21.

DEI Maturity Index Survey follow up – presentation of draft goals

Sasha, Victoria and Craig presented draft goals on **Culture**. The PPT is available in DropBox.

Draft goals for the remaining factors – 1) Assessment; 2) Infrastructure and Investment; 3) Compensation, Recruitment and Retention will be presented at the meeting on 9/27/21.

Based on the draft goals, the CEI will establish its goals.

Communication Plan:

Daneen suggested that the CEI have a dedicated webpage so that the identity and work of the CEI is recognized and established.

Discussion on a robust communication plan included ways to ensure regular and consistent dissemination of DEI work undertaken by academic departments, centers and institutes, and innovative projects by individual faculty in their research and teaching.

The members also engaged in a discussion on how best to collaborate and liaise with other Committees on campus, such as the Curriculum Committee, the Assessment Committee, etc.

The upcoming CEPH accreditation provides a broad opportunity to bring DEI into focus in each academic, student-facing, and operations areas/units/departments.

It is recommended that the CEI advocate and recommend specific DEI-related topics and speakers at the Grand Rounds and/or showcase SPH faculty working on DEI.

Once the goals and objectives of the CEI are identified and established, the CEI members will develop a plan to engage with their respective school-wide committees, and units.

Follow up on mentorship program and DEI course projects:

Updates from Alanna and Craig are postponed to the next meeting due to lack of time.

Campus Climate Survey:

The CEI intends to implement a campus climate survey in fall 2021. It is noted that while there are sufficient resources at the School to design and implement a campus climate survey, and also remain mindful of the cost for an external vendor, it is critical that the survey report be seen as impartial and fair, especially when reporting on the qualitative data.

Prior to the next meeting, Sahana will share options based on her experience at 2 schools where campus climate surveys have been undertaken in Spring 2021.

Chancellor's Request for DEI, Anti-Racism, Anti-Semitic, LGBTQI+ Support Information

The Chancellor has requested each CUNY college to provide a list of DEI activities undertaken in academic year 2020-21, and recommendations for DEI initiatives and programs that the University could undertake, including support of the School's ongoing efforts and promotion and consolidation of multi-campus efforts. The Dean's office is collating the responses received from the CEI chairs, the CDO, HR and the academic and student services units.

SPH's response to the Chancellor will be shared at the next meeting.

The meeting adjourned at 4 pm.