

SPH - Committee for Equity and Inclusion
Minutes of the Meeting
September 27, 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

The following members were excused: Paulo, Marie, and Vickie.

Follow up on mentorship program and DEI course projects - Alanna and Craig
(Forward item from agenda for meeting on 9/13)

Alanna provided an update on the Mentorship program. She noted that she had met with the Alumni Group, however, there seems to be more interest in discussing the availability of industry-focused resources and training. In October/November, a focus group is being planned with interested student groups to discuss peer-to-peer mentoring and will actively engage GSGA and the Alumni Group together. The next step seems to move towards a model which is driven by students' needs and follow-up is planned with Laura and Candace.

Craig reported that he will follow up with Dean Joshi re. the DEI course for new students. The Curriculum Committee is reviewing instructional goals and this may be included in the discussion.

Anonymous Reporting Form (Anonymous Feedback Form Logistics in DropBox)

- Feedback from members
- Next steps

The deadline for feedback is Friday, October 1. At the next meeting of the CEI, the form and process will be finalized.

It was decided that the Anonymous Reporting Form will be presented to the Senior Staff at one of their scheduled meetings. Upon approval and including any recommendations, the Form will be presented to the Steering Committee of the Governance Council.

Alanna asked about the process for the submission, reporting and resolution.

A 3-member subcommittee may be formed to handle submissions and direct the concern/complaint to the appropriate unit/individual for investigation and resolution.

DEI Maturity Index Survey follow up

- Development of goals for the following categories
 - Assessment (*Andrew and Marie*)
Andrew presented the draft goals for Assessment. The PPT is available in Dropbox.
 - Compensation, Recruitment and Retention (*Levi, Toya and Himani*)
Himani presented the draft goals for Compensation, Recruitment and Retention. The PPT is available in Dropbox.
 - Investment & Infrastructure (*Daneen and Michelle*) will be presented at the next meeting.

Other items:

- Update from meeting with Robyn re. CEPH accreditation
 - Sasha provided an update on the meeting with Robyn re. CEPH accreditation and the discussion on identifying under-represented student groups.
- Campus Climate Survey
 - Himani and Sasha are scheduled to present a proposal to the Senior Staff at their scheduled meeting on October 7th.

Next meeting is scheduled on **Tuesday, October 12 at 3 pm** (Monday, 10/11 is a holiday)