

# SPH – COMMITTEE FOR EQUITY AND INCLUSION 2023-2024

## Members:

Co-chairs: Himani Sharma; Sasha Fleary  
Student members: Nimra Rahman; Antionette Wearing  
Faculty members: Levi Waldron; Marie Silice\*; Victoria Ngo; Rachael Piltch-Loeb  
Staff members: Daneen Anderson-Mercer; Paulo Lellis; Toya Cox; Tina Lin

\* Marie Silice stepped down effective November 1, 2023.

## Minutes

December 18, 2023

Levi and Rachael were excused.

### Campus Climate Survey update:

Sasha informed the members that Glen Johnson has reached out to Maya Beasley for an update on the revisions in the survey instrument, as requested.

Further follow up on this issue will be undertaken in the spring semester.

### Staff Awards:

Daneen will check whether Staff Awards will be implemented in Spring 2024, and if so

- Review Form
- Submission will be by Form only to ensure equitable evaluation
- Appropriate timeline for advertising and submission to allow sufficient time for nominations
- Adding Public Safety staff
- Timely payments

### Planning goals for Spring 2024:

#### Diversity Calendar and Resources:

- **Tina** will join Himani and Paulo in providing resources and updates to the Diversity Calendar and Resources each month.
- **Antionette** will be the point person /contact for GSGA diversity events that can be included in the Diversity Calendar

Members may also send resources to Paulo by the 10<sup>th</sup> of each month to ensure timely posting.

### Assessment:

Develop appropriate DEI metrics for student recruitment, admissions, retention, and outcomes.

- **Victoria** recommended that the CEI find out what data is being collected by the different student-facing units and how it is reported and used
- **Himani** will reach out to Alexis Feinberg to gather information on current data points
- **Nimra** volunteered help with this effort

Develop, track and make available DEI metrics on faculty and staff in recruitment, hiring, retention and career advancement, including but not limited to promotion, tenure, and movement in title.

- **Daneen and Sahana** will work on developing a format for gathering available data and finding the source for any gaps in data.

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### **Other items:**

Spring 2024 meeting dates to be distributed.

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### **AGENDA**

**December 18, 2023**

#### **Updates and discussion:**

Staff Awards

#### Communication and Education:

- CEI Diversity Resources – calendar for scheduling updates and volunteers
- DEI Communications document

#### Assessment:

- Prepare, share and discuss format for DEI metrics on student recruitment, admissions, retention, and outcomes.
  
- Prepare, share and discuss format for DEI metrics on faculty and staff in recruitment, hiring, retention and career advancement, including but not limited to promotion, tenure, and movement in title.

#### **Other items**