

Diversity, Equity and Inclusion (DEI) Committee Minutes
October 30, 2020

Meeting began at 3:30 p.m.

Dr. Harris-Smedberg offered apologies for the email that was sent if it was perceived in a negative light.

Sarah Twombly apologized for her email as well. She is excited that this is happening and is looking forward to everyone's willingness to be part of this venture and working towards making things better than they are.

Dr. Harris-Smedberg proposed that this meeting be postponed until the newly hired Affirmative Action Officer begins to facilitate the development of meeting norms and purpose. Sarah Twombly has also agreed to help guide this work.

Paul Butler: I have been in conversation with the Affirmative Action Officer we're bringing aboard; she has a ton of great practical experiences that will blend well with this initiative.

Lynn Silk offered praise for the new Affirmative Action Officer and is very excited to be working with her.

Marwa Hassanien: I echo everyone's sentiments. I am looking forward to the Affirmative Action Officer's beginning and start date. I look forward to working with everyone, and I know that all of us are truly dedicated to doing this work and I appreciate everyone.

Dr. Harris-Smedberg clarified that the next meeting will be on Friday, December 4 at 3:30.

Lynn Silk: I would rather see us go slow to go fast.

Sarah Twombly: I think it is important to build trust between all of us and the community. In the meantime, maybe we can take a look at policies to make sure we are up to date.

Michael Alpert: I would like to talk about the policies and also the way they are implemented.

Dr. Harris-Smedberg clarified the process of developing norms and purpose will determine what the committee works on.

Michael Alpert stated that he found a lot to change in the policy he reviewed.

Dr. Harris-Smedberg asked that meeting participants use their real names when signing into Zoom meetings. She looks forward to working with everyone and doing amazing things.

Meeting Adjourned at 3:43 p.m.