

## The Dean's Advisory Committee on Diversity and Inclusion (DACDI) Meeting

Wednesday, Sep 21, 2022

10:30AM

457 Berkey Hall

Present: Ignacio Acevedo, Michele Brock, Steven Chermak, Philip DeOrteniis, Stacy Dickert-Conlin, Noah Durst, Carole Gibbs, Jinny Han, Andrea Louie, Soma Chadhuri, Sandra Marquart-Pyatt, Joshua Sapotichne

Absent: Delia Fernandez-Jones

### **1. DACDI Governance**

The meeting began with a review of the College bylaws relevant to DACDI, including its function (reviewing policies related to diversity, equity, and inclusion (DEI)) and operating procedures. Ignacio Acevedo was nominated and affirmed as Chair. The committee selected Wednesdays from 9-10 to meet, which was one of the only available times due to teaching schedule conflicts. The committee will meet on Zoom for the rest of the semester to ensure that those teaching immediately after the meeting can start class on time. The first meeting in January will be held in person and the committee will establish the spring semester meeting schedule at that time.

A suggestion was made to consider inviting staff to serve on the committee as is the practice for unit diversity, equity, and inclusion committees. The committee decided to revisit this issue at a later date, but before the nominations process for College committees begins, as it is a bylaw issue.

[Fist to Five](#) has been adopted as the way to assess consensus and take final votes. Votes of zero, one or two will indicate the need for an additional round of discussion prior to taking the final vote.

### **2. Updates from the College**

#### *Hiring programs*

Carole Gibbs shared that the Dean's Research Associate's Program (DRAP) hiring has been paused due the search for a new Dean and DEI strategic planning. The Distinguished Scholar Program has 2 lines open. Messaging has been sent out to Unit leaders. The hiring process will

mirror the DRAP program, the updates have been submitted to HR for review with the ideal start date to be Fall 23. The program is looking for folks with a full breadth of DEI work and have focused on mentoring. They need to either be a Full Professor or come up for Full in the first year. Aim is to begin review Oct. 1st, with applicants to be reviewed on a rolling basis.

### *DEI strategic planning*

Carole Gibbs shared that the climate survey has been launched, with the goal of informing DEI strategic planning that will begin on Wed. Oct. 26th. The process is being guided by a Working Group that is doing most of the heavy lifting and a Stakeholder Group that serves as a sounding board. The retreat, which has space for 200, will include the Working Group, Stakeholder Group, Chairs and Directors, and College Senior Staff. Units and Centers will be represented by delegates. There are 40-50 remaining spots to be offered to students for a week and a half, then opened up to the entire college.

Suggestions were made to solicit students through OCAT, RCPD, CORES.

Reason for size limits- College is over 9,000 so it is unfeasible, another option was to host the same training twice, however that was cost prohibitive.

### **3. Integrating DEI into Annual Review and Promotion**

Carole Gibbs shared a series of questions that may be helpful to discuss as units work through their policies. These include: 1) What process is your unit using to do this work? 2) What resources has your unit used for guidance? 3) What challenges are you experiencing? 4) How are you working through those challenges?

Committee members reported being at different points in this process and that units vary in how they assess annual performance. Some have used DEI representatives to do the work; others have turned to professional associations for guidance documents/examples of integrating DEI into research, teaching, and service. Challenges include setting the standard for what is “meeting expectations” and providing guidance on how to integrate DEI into research for those who do not study people.

Carole Gibbs clarified that there can be variation across the units; units are allowed to set criteria to account for *disciplinary variation*. The units should use MSU documents (e.g., IDI report, charge to DEI strategic planning committee) that include definitions of DEI and lists identities as guidance. Minor variation in lists of identities across documents is less of a concern at this point. Right now, it is important to have conversations in the unit about what this work looks like in the discipline and whether your plan is aligned with the direction MSU is going in conceptualizing DEI. Should also look for the new DEI strategic plan when it is available. She also clarified that the College does expect people going up for promotion to have regularly met expectations in all

areas of work relevant to their position. This is to create a baseline for the way we do work. Baseline means meeting expectations.

Interest was expressed in creating a repository of annual review policies to learn from one another. The group will also generate a repository of resources and DEI professional development opportunities to help support what is being asked regarding the DEI process. There may be a recommendation that the College compile a list of resources based for the College mirrored after Natural Science: <https://natsci.msu.edu/diversity-equity-and-inclusion/index.aspx>

Interest was also expressed in having some kind of College review process to ensure that unit policies are aligned with expectations for promotion.

Next meeting- Wed. Oct. 19th 9-10am

#### **4. Adjournment**

The meeting concluded at noon.