

The Dean's Advisory Council on Diversity and Inclusion
(DACDI) 10/30/23, 10:30AM-12PM

Present: Ana Bracic, Michele Brock, Phil DeOrtentiis, Stacy Dickert-Conlin, Noah Durst, Jinny Han, Karen Holt, Taylor Hughes-Barrow, Andrea Louie, Hye-jin Park, Delia Fernandez-Jones, Ashton Shortridge (for Erin Bunting)

Absent: Ignacio Acevedo, Erin Bunting

College Administrative Support: Nwando Achebe (Associate Dean of Diversity, Equity, and Inclusion), Veda Hawkins (Interim Assistant Dean) and Victoria Pierce (DEI Office Manager)

Notes/Agenda:

1. Welcome

A. Called to order.

2. Approval of Minutes

A. The committee approved the minutes from October 2nd with no corrections.

3. Unit Report Out

A. Initiative Report Out – each unit/dept will report on one of the four strategic initiatives. The categories are the four goal areas identified in the DEI strategic plan:

- Increase Diversity
- Ensure Equity
- Promote Inclusion and Belonging
- Enhance Outreach and Engagement

- The committee discussed breaking out into small groups to share initiatives and other ideas. Shared desire for having a document where initiatives can live. Dr. Achebe reinforced the importance of aligning unit initiatives with the college strategic plan.

B. Discussed implementation of the DEI strategic plan (5-year implementation), and the importance of the new cohort of DEI Fellows to the implementation of the plan. Next semester Dr. Achebe will create and charge an implementation committee. Dean Donnellan has charged units/depts to create their own strategic plans and ensure that they align with the university plans. The committee wants units to present their initiatives to help share ideas.

C. Noel Lugo to present on Psychology initiatives at the next meeting.

4. Associate Dean Updates

A. Bylaws overview – The previous Dean's Advisory Board on Diversity and Inclusion (DABDI) had created a bylaw document, Noah Durst, and Erin Bunting, on behalf of DACDI have created a DACDI bylaw document as well. The DABDI bylaws was sent to College FAC for review. However, some of these bylaws as

written are no longer relevant since the DACDI committee is now a standing committee. The ODEIA will combine the old DABDI bylaws, and the document put together by Noah and Eric and review these against the standing committee bylaws set by the College. The ODEIA will then bring this single document to the DACDI committee for review and will eventually go to FAC for a vote.

- B. Programs Update – Dr. Achebe encourages all committee members to get the word out on all the initiatives (DEI Fellows, Small grants, DRAP, etc.)
- C. Teams Channel – The committee wants to have a central location for information. There was a google drive previously, will use Teams now. Victoria will update membership, agenda, put the link to the minutes that live on the website.
- D. Harvard vs North Carolina - Committee discussed the Supreme Court Affirmative Action Harvard vs North Carolina decision. Committee wants to discuss the legal ramifications of some of these types of decisions. Is there someone that can come and speak to individual departments or the college? Dr. Achebe agreed to reach out to General Counsel to initiate such a visit.
- E. Berkeley opening for students - Discussion on class discussions on the February 13th tragedy. Concern from students about trigger and content warnings, want to push faculty to use these warnings. Dr. Achebe will take this back and find some information. Engaging the CAPS advisor for the college.
- F. Climate survey - Many units have done climate surveys. The committee wants to know how they have done it and how these fits into the unit's strategic plan. Units want procedures or best practices. Is it best to use POE or have units handle this on their own ? If there are climate surveys units have done previously, send them to Victoria. Agenda item for next meeting to talk about the climate surveys.

5. Adjournment.