

Daniels Diversity & Equity Committee
Minutes – October 22, 2020

In Attendance

- Jane Wolff (Chair)
- John Shnier
- Mauricio Quiros Pancheco
- Mitchell Akiyama
- Mary Lou Lobsinger
- Nicole Tratnik
- Randa Omar
- Veeshva Rana
- Janice Miyagi
- Markus Peterson
- Hannah Brokenshire
- Clara James
- Thomas Siddall
- Tanvi Khurmi
- Aaron Marques
- Akshaya Kaliappan
- Claudine Hilario
- Nicole Wangui

Minute taker: Harold Tan

Convened: 12:03 pm

1. Final Approval of September 16 Minutes

Moved: Nicole Tratnik

Seconded: Janice Miyagi

Motion carried. Opposed: None. Abstentions: None

2. Notes from Chair – Questions

Themes/Topics	Actions	Outstanding Questions
Faculty Council motion: adoption of Chicago Principles - explanation of Chicago Principles - clarification behind motion to Faculty Council	None	None
Anti-Black Racism Consultant v. Daniels Director (Diversity, Equity and Inclusion) - clarification on roles and responsibilities - discussion on channels used to communicate Director (DEI) job posting	None	None

3. Establishing priorities for communications strategy

Themes/Topics	Actions	Outstanding Questions
Channels of communication (“How”): - open forum where students can provide anonymous feedback	- Hannah Brokenshire and Admin/Comm work study students to continue their work	How can we ensure privacy and allow open access? Who will monitor?
Priorities for communication (“What”): - Anti-Black Racism Consultant - Daniels Director (DEI) - October 28 Unconscious Bias training - projects that the work study students are engaged in doing (eg. review of syllabi) - discussion around making Faculty Council report more widely	- Hannah Brokenshire and Admin/Comm work study students to continue their work - Committee will be updated as to when Anti-Black Racism Consultant is hired	Appropriate media for communicating different kinds of information to different audiences?

Themes/Topics	Actions	Outstanding Questions
<p>available for those who want greater detail</p> <ul style="list-style-type: none"> - discussion around identifying the Committee's failures and successes - discussion around identifying future direction so that students recognize that Daniels Faculty is committed to long-term plan - inviting students to attend Committee meetings as guests, as many students think meetings are closed - publicize student events 		
<p>Professional development for faculty and staff:</p> <ul style="list-style-type: none"> - discussion around providing more information and more advance notice of PD opportunities - confirmation that Oct 28 training went out to everyone teaching this term - recognition that definitions and understandings of diversity, equity and inclusion are fluid and PD offerings constantly evolve 	None	Scheduling of Anti-Black Racism training and Indigenous Cultural Competency training for faculty and staff members?
<p>DFALD website:</p> <ul style="list-style-type: none"> - recognition of low student traffic - discussion around using graphics and colour coding to make information more accessible, concise and organized based on 	Hannah Brokenshire and Admin/Comm Work Study students to continue their work	

Themes/Topics	Actions	Outstanding Questions
topic/theme/area of interest - discussion around developing ways to showcase student work		
Committee role in coordinating initiatives outside of Daniels Faculty: - discussion around whether Committee provide a summary to Daniels community on initiatives beyond Daniels Faculty - one was to measure whether culture is changing - exchange redundancy for cross referencing	Hannah Brokenshire and Admin/Comm Work Study students to explore possibilities as to how Committee can be more of an information hub.	
Social Media (Instagram): - discussion around more frequent postings related to diversity and equity that would highlight importance and increase visibility - discussion around long-term strategy for Instagram posts	Hannah Brokenshire and Admin/Comm Work Study students to continue their work	

4. Motion to adjourn

Moved: Randa Omar

Seconded: Veeshva Rana

Motion carried. Opposed: None. Abstentions: None

Meeting end: 12:53 pm