

Daniels Diversity & Equity Committee

Minutes – November 5, 2020

In Attendance

Voting	Non-Voting	Guests/Observers
Jane Wolff (Chair)	Jen Hill	David Lewis-Peart
John Shnier	Harold Tan (Minutes)	Nailah Tyrell
Nicole Tratnik		Clara James
Veeshva Rana		Aaron Marques
Janice Miyagi		Akshaya Kaliappan
Mary Lou Lobsinger		Charmain Wong
Fadi Masoud		Claudine Hilario
		Tanvi Khurmi
		Hannah Brokenshire
		Nicole Wangui

Convened: 12:05 pm

1. Final Approval of October 22 Minutes

Moved: Mary Lou Lobsinger

Seconded: John Shnier

Motion carried. Opposed: None. Abstentions: None

2. Introductions

Jane introduced David Lewis-Peart and Nailah Tyrell. David, Nailah and their team are the Anti-Black Racism consultants who will be working with the Daniels Faculty to develop a student consultation process and deliver Anti-Black Racism training. More information to come.

3. Notes from Chair – Questions

No questions.

4. Work Study students - Introductions

Introduction of four (4) Admin/Communications Work Study students:

- Akshaya Kaliappan
- Tanvi Khurmi
- Aaron Marques
- Charmain Wong

Introduction of four (4) Research Work Study students:

- Claudine Hilario
- Nicole Wangui
- Clara James
- Thomas Siddall (regrets)

Themes/Topics	Actions	Outstanding Questions
<p>Daniels website – Review</p> <ul style="list-style-type: none"> - review of how other post-secondary institutions deliver diversity and equity content on their websites - looking to see what Daniels website does well and areas for improvement <p>Interim Observations:</p> <ul style="list-style-type: none"> - use of bright colour images, titles and links effective in keeping viewer’s attention - Rhode Island School of Design stands out in its use of colour and demonstrating commitment by posting daily initiatives - Waterloo University showcases work by BIPOC students 	<ul style="list-style-type: none"> - research to continue re: best practices and innovative web design - continue to work with Hannah Brokenshire (Communications) in identifying short-term and longer-term changes to Daniels website 	<ul style="list-style-type: none"> - What design elements can we immediately implement? - What elements require a longer implementation timeline?

Themes/Topics	Actions	Outstanding Questions
<p>Daniels social media – Review</p> <ul style="list-style-type: none"> - review of how other post-secondary institutions deliver diversity and equity content on their social media platforms (ie. Facebook, Instagram and Twitter) - looking to see what Daniels social media platforms do well and areas for improvement - research on survey design literature, survey engines and tools for data analysis - survey students on where they go for information and how they wish to be communicated <p>Interim Observations:</p> <ul style="list-style-type: none"> - Daniels doing better than others in posting D&E content 	<ul style="list-style-type: none"> - research to continue re: best practices and innovative social media platforms - continue to work with Hannah Brokenshire (Communications) in identifying short-term and longer-term changes to Daniels social media platforms - draft of survey will be sent to D&E Committee and Student Equity Alliance for review prior to roll out 	<ul style="list-style-type: none"> - How can we encourage more social involvement in social media?
<p>Diversity and Equity Resources – Maximizing Access</p> <ul style="list-style-type: none"> - review of D&E resources specific to DFALD academic programs currently captured on Excel spreadsheet (Teams page) - looking at how information can be formatted, organized and disseminated to faculty, staff and students - collaboration with DFALD library 	<ul style="list-style-type: none"> - research to continue, including collaboration with DFALD Library 	<ul style="list-style-type: none"> - How do we make these resources accessible and relevant to all stakeholders, including faculty, staff and students?

Themes/Topics	Actions	Outstanding Questions
<ul style="list-style-type: none"> - review of how other universities and cultural institutions curate their diversity and equity content 		
<p>Curriculum Review</p> <ul style="list-style-type: none"> - review of Fall 2020 syllabi using categories identified in 2020 Curriculum survey - 25% syllabi have been reviewed - project design allows for follow up conversations with faculty if students have clarifying questions around syllabus description - research is a starting point 	<ul style="list-style-type: none"> - research to continue 	<ul style="list-style-type: none"> - How do we recognize that teaching approaches may not be captured in the written syllabus? Example: Counter Teaching approach to show how current culture evolved - How do we allow for an expansion of categories beyond the 2020 Curriculum survey?
<p>Diversity Hiring Statistics – “Deep Dive”</p> <ul style="list-style-type: none"> - working with Mary Lou Lobsinger and Mauricio Quiros Pancheco to do a “deep diver” of hiring statistics - building upon August 6 presentation made to Committee - review of how U of T defines diversity and equity - research into how to better visually capture data 	<ul style="list-style-type: none"> - research to continue 	

5. Motion to adjourn

Moved: Nicole Tratnik

Seconded: Janice Miyagi

Motion carried. Opposed: None. Abstentions: None

Meeting end: 1:01 pm