

**Minutes of Diversity & Equity Committee Meeting
January 4, 2018**

Jane Wolff (*Chair*)

John Shnier, Charles Stankieveh, Robert Wright

Guests: Jeannie Kim, Shane Williamson, Mark Sterling

Presenters: Bryan Gaensler, Virginia Maclaren

Kate Nelischer (*Committee Secretary*)

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T**Call to Order**

Jane Wolff called the meeting to order at 10:00am.

1. Welcome

Introduction of presenters on Unconscious Bias:

- Bryan Gaensler, Director of the Dunlap Institute for Astronomy and Astrophysics
- Virginia Maclaren, Director of the Geography & Planning Department

Introduction of committee members and program directors

2. Unconscious Bias Training

Dr. Gaensler and Dr. Maclaren gave a presentation on unconscious bias, focusing on:

- The diversity of the faculty at UofT and DFALD
- The difference between equality and equity
- The definition of unconscious bias, including situational examples
- How unconscious bias can affect faculty search processes
- The “Project Implicit” test available online: <https://implicit.harvard.edu/implicit/>
- Impacts on the diversity of the Dunlap Institute in the past few years through addressing unconscious bias (greater representation, increased funding, and increased citations)
- Strategies for encouraging a more inclusive and participatory culture within the Faculty, including hosting social events (“DiversiTeas”), reviewing the past 5-10 years of hiring to determine areas for improvement, striking search committees, and the search committee process (including voting vs. consensus building), among others

Dr. Gaensler and Dr. Maclaren offer to make their slides available

Jane thanks Dr. Gaensler and Dr. Maclaren for their presentation, and notes that she hopes to hold another event where all faculty can participate in this training

3. “What is a School?” Symposium

Jane requests suggestions from committee members for speakers for the upcoming symposium, “What is a School?”

- Charles recommends Lisa Steele
- John suggests including Toronto practitioners who have had a relationship with the Faculty
- Committee agrees it is important to include speakers outside of DFALD, and to ensure a strong Canadian presence.

4. Other Business

The Committee will reconvene at a later date to discuss diversity and equity needs with Program Directors.

Adjournment

The meeting was adjourned at 11:50 am.

The next committee meeting is scheduled for January 25, 11am – 12pm.

These notes are considered to be an accurate account of the meeting. Please note that attendance is recorded as per the sign-in sheet. If any discrepancies or omissions are noted, please contact the undersigned; otherwise these shall be deemed acceptable to all.

Kate Nelischer (*Committee Secretary*)