

10/01/2021

# Physics DEI Committee Meeting Minutes

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## Agenda:

- 1) Introduction (those who have not attended the previous meeting) **(5 mins)**
- 2) Approve [previous meeting minutes](#) **(5 mins)**
- 3) Discussion of shared leadership model interest **(10 mins)**
- 4) Evaluating faculty application DEI statements (Jennifer) **(5 mins)**
- 5) Subcommittee Assignments **(5 mins)**
- 6) MLK Symposium Speaker choice - reserved colloquium date January 19, 2022 **(5 mins)**
- 7) Upcoming events, workshops, activities **(5 mins)**
- 8) Matters Arising **(5 mins)**
- 9) Subcommittee breakout rooms **(if there is time)** (Each subcommittee should go over recommended projects, Please see [goals and recommended priorities](#), add projects, and rank priorities)

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## Attendance:

**Present:** (24) Jennifer Ogilvie (chair), Cagilyan Kurdak, Shailaja Humane, Alexander Takla, Anwasha Saha, Austin Polanco, Emery Trott, Evan Petrosky, Joseph Essman, Laura Rose Zichi, Lauren Segall, Leopold Zayas, Liana Rae Simpson, Malik Salman, Mark Newman, Monique Wheeler, Myron Campbell, Roy Clarke, Sikandar Hanif, Tim Chupp, Vanessa Sih, Varshney Rangan, Lisa Minh Nguyen

**Absent:**

## Meeting Minutes:

- Introductions
- Approve previous meeting minutes
- Discussion of shared leadership model (led by Cagliyan)

- Shared leadership is only a small aspect of the paper that was distributed -- having common decision making and a collective goal
- In past we've had a very packed agenda driven meetings. Lets take another look at vision statement <https://lsa.umich.edu/physics/physics-dei.html>
  - i) Structure is meant to be effective for many people being passionate about different projects, and being able to
- Interested in outlining shared goals as a group through reconstruction of vision statement
- visions and goals should come before grouping people
- Would be helpful to go over vision statement and connect broad ideas to projects and action items
- Should we go over the vision statement first before starting action items?
- Evaluating faculty application DEI statements (led by Jennifer)
  - This is new, so we're trying to establish what role it will play in the hiring committee
  - Should have specifics about what would benefit department, measurable actions, suggestions for giving a numerical evaluation
  - <https://sites.lsa.umich.edu/nextprof-science/wp-content/uploads/sites/130/2020/04/Diversity-Statement-Rubric.pdf>
  - <https://ofew.berkeley.edu/recruitment/contributions-diversity/rubric-assessing-candidate-contributions-diversity-equity>
    - i) Like that Berkeley's model gives a picture of what to look for
  - A list of resources from Brown
    - <https://www.brown.edu/about/administration/institutional-diversity/sites/oid/files/Diversity%20Statement%20and%20Evaluation%20Rubrics.pdf>
  - Want our rubric to have scaling (like Berkeley, maybe 1-5)
  - Need to involve students in the hiring process

## Action Items:

- Data driven vision statement?
- Collectively construct agenda?
- Send email and ask whats missing what should be changed about vision statement, go over priorities and add to goals