**CEAS Admin Council – 7/27/2020**

**Agenda**

* Coordination of Student Responses - Amy Moreno
* Discussion of Response to Racial Incident Last Fall - Tanya Ennis
* Open Discussion of Current Actions to Promote an Inclusive Culture - All

**Introduction**

Interim Dean Keith Molenaar opened the meeting and thanked everyone for joining the additional meetings over the summer. Keith gave an overview of the agenda and explained there would be two presentations at today’s meeting. The meeting will be opened for discussion, at the end of the hour.

Keith introduced the new member of the Administrative Council, as of July 1st: Christy Bozic, the new Director of the Engineering Management Program, Arielle Hein, the new Director of Undergraduate Programs in ATLAS, Chris Myers, our new Chair for Electrical, Computer and Energy Engineering, and Will Medlin, our new Chair for Chemical and Biological Engineering. In addition, Keith introduced our new Ex Officio members of the Administrative Council, as of July 1st: Charles Musgrave, as our new Associate Dean for Graduate Programs, and Terri Wright, our new Assistant Dean for Access, Inclusion and Student Programs. Keith thanked everyone for assuming their new positions and for the upcoming service they will provide to the Council.

**Coordination of Student Responses**

With the recent student events, this is a good time to discuss student responses. Keith invited Amy Moreno, Director of Inclusive Culture to explain her role in the college and turned it over to Amy to lead the discussion around Student Activism Response Strategy.

Amy introduced herself and explained her role in the college, inclusive leadership training and all of the directives she has taken on since her start in CEAS. Amy opened it up for questions and Keith thanked her for their mentoring time together. Keith asked if any other leaders in the college had been meeting with Amy directly. Fernando Rosario-Ortiz, the Director of Environmental Engineering shared he has met with Amy and has appreciated her insight and help.

Amy gave some more information about her background at the university and then expressed how impressed she has been with how open everyone in CEAS is to new ideas and engaging in learning more. Amy shared her first slide, *CEAS Student Activism Response Strategy* and explained how important it is that we communicate and collaborate together. CEAS will utilize the Student Activism Response Startegy workflow when undergraduate and graduate students share with their department/program a petition, request, and/or engage in events such as a demonstration, protest or rally.

Keith shared a link to the college actions and encouraged everyone to read through the information available. Amy gave an overview of the three steps of the Response Strategy, including ‘Initiate’, ‘Collaborate’ and ‘Activate’.

There were several attendees that had questions for Amy, so Amy invited them to send her questions directly in the Chat, to give Tanya time to present.

**Discussion of Response to Racial Incident Last Fall, The Art of Listening**

Keith introduced Tanya Ennis, Director of the BOLD Center, to discuss the racial incident that occurred in the engineering center on October 6th, 2019. Tanya shared a slide that explained her response to the incident, called *The Art of Listening*.

Tanya explained that she followed the following steps:

* Reached out to the students to check on their well-being
* Listened to and documented their requests and feedback
* Analyzed the information they shared and identified themes
* Circled back with students to approve the analysis

Tanya shared another slide, *Proactive Listening and Engagement*, where she suggests the following action items:

* Host social and community time to so that faculty, staff and students get to know each other in a more authentic way
* Create structures to engage with students on an ongoing basis
* Collectively plan how to handle issues as they arise

Tanya then talked through her last slide, *Reactive Listening and Engagement*. where she proposed the following steps in dealing with student incidents:

* Offer and propose dates and times to listen (invite multiple times)
* Facilitate the discussion
* Analyze feedback
* Take action

Tanya explained that the most important thing is to do what you say you will do.

Keith opened it up for questions. Assistant Dean of Access, Inclusion and Student Programs Terri Wright asked what the community response was. Tanya explained that the campus began to react and respond to the incident before speaking with the students, which created tension with the students. Tanya worked with campus constituents and the students to get them to communicate; they had conversations around language and the meaning of the words spoken. Chancellor, Phil DiStefano, met with the students and had a good, productive conversation that the students felt went well.

JoAnn Silverstein thanked Tanya for her work on this issue.

**Open Discussion of Current Actions to Promote an Inclusive Culture**

With no further questions for Tanya, Keith opened up the discussion and asked Amy Moreno to discuss the student conversations occurring in Aerospace engineering.

Amy explained there is a student committee and a Planning Guide and Tool she has developed that helps students walk through what the college is doing around the issues the student raised. Amy and Tanya met via Zoom with the students to hold a listening session. The students were very open and vulnerable in the discussion. Tanya added that she has been invited to join other meetings in aerospace to provide feedback around biases and how they can be more inclusive in research and lab work. Tanya described the work they are doing in aerospace is foundational and happening both top-> down and bottom-> up. Tanya praised Brian Argrow, Chair of the Aerospace Department for his leadership. She described the work as transformational.

Keith asked Fernando Rosario-Ortiz to share the work they are doing in Environmental Engineering. Fernando described how they have been working with the BOLD Center, and have created an elective class related to this topic, as well. Fernando also explained how CU101 will be required by **all** new engineering students; 1 or 2 lectures will be on equity issues.

Keith thanked the chairs for putting amazing lecturers in place for the fall to handle these tasks.

Christy Bozic shared how they have a new faculty member, who will be teaching a special topics class around inclusion. Ken Anderson, Chair of Computer Science, shared that their department is having JEDI (Justice, Equity, Diversity & Inclusion) meetings. Ken will also create a new role for an Associate Chair for Inclusive Excellence in the Computer Science department.