

JEDI (Justice Equity Diversity and Inclusion) Minutes

Feb. 7, 2024, 11:00-12:00

Via MS Teams

Present:

- Becky Bacher
- Greg Bouquot
- Martha Cutter (chair)
- Elle Shoreman (guest)
- Kristen Govoni
- Micah Heumann
- Diane Lillo-Martin
- Diandra Prescod
- Audrey Silva
- Frank Tuitt
- Yaowu Yuan
- Cindy Zhang

Absent:

- Stuart Duncan
- Caitlin Elsaesser
- Angelo Montes
- Sidratul Muntaha
- Eleanor Ouimet
- Greg Reilly
- Mackenzie Robinson
- Stephany Santos
- Eduardo Urios-Aparisi

1. Approval of Minutes of November Meeting

- a. Minutes approved unanimously

2. New Business

A) Review of Faculty and Staff Diversity Report

- a. The committee reviewed and discussed the report, raising concerns around diversity of faculty hiring in particular, especially concerning the hiring and retention of Black individuals (listed as under 3% total faculty in the report, a very low rate). Conversation also ensued regarding faculty hires and separations and a question was raised regarding how many separations are retirements vs voluntary separations, which was not indicated in the data presented. An idea was proposed to invite someone from HR to attend the next meeting to discuss questions related to separations, retirements, and exit interviews. Frank Tuitt shared that HR may be working on developing an exit interview procedure similar to how they are done at UConn Health.

- B) Ways budget crisis is already impacting DEI at UConn
 - a. This topic was introduced by Martha Cutter and she opened the floor to members to share any information they have on how the budget cuts have been affecting DEI initiatives within their units and departments. Cutter mentioned that a DEI fellowship for graduate students had already been cut due to the budget crisis. Discussion ensued and will be continued at a future meeting; no official list was developed.
- 3. Old Business:
 - a. Continued discussion of ways to increase retention & graduation rates of BIPOC students and decrease DFW and Academic Probation rates of this population. Cutter proposes to make motion to Senate as follows:
 - i. **Proposal:** That all units receive information via a short presentation about the University's efforts to retain, mentor, and keep in good academic standing BIPOC and first-generation students (shortened version of the presentation given to the University Senate at the September Senate meeting by Mona Lucas).
 - ii. Martha Cutter presented the proposal to the group and suggestions and ideas were raised. A question was raised about the term "units" in the above motion and to whom it applied. Frank Tuitt shared that "holistic student success" is one of the university's strategic priorities in the new strategic plan and inclusion of KPIs would be helpful. Tuitt suggested that any unit involved in holistic student success should be sent the information.
- 4. Any new items of discussion.
 - a. Becky Bacher raised a question around the strategic plan and what our group can do to contribute to this plan related to inclusivity and DEI efforts.
 - b. A question was raised regarding salary equity. Pay Equity Taskforce which did some work a few years ago – not sure where the results of that taskforce are saved.