

JEDI Committee
Via WebEx
March 6, 2023

1. Attendance

- a. Present: Diandra Prescod, Mona Lucas, Cindy Zhang, Kent Holsinger, Micah Heumann, Rebecca Bacher, Frank Tuitt, Inge-Marie Eigsti, Sarah Willen, Cinnamon Adams
- b. Absent: Kristen Govoni, Greg Reilly, Jennifer Pascal, Margaret Rubega, Taaseen Khan, Makenzie Robinson, Stephany Santos, Audrey Silva

2. Review of February 2023 Meeting Minutes

- a. Minutes approved.

3. Graduate Survey

- a. Kent Holsinger has joined the meeting to further discuss the results of the Graduate Survey.
- b. Findings from Survey
 - i. In general, graduate students believe advisors do help them think about their career.
 - 1. There is a gap between black and white students, as there is a smaller percentage of black students compared to white students that believe advisors help them think about their career.
 - ii. International and Multi-Racial students have the most positive sentiment that they have access to quality advising compared to other racial and ethnic categories.
 - iii. International students have the most positive sentiment that they get advice on teaching compared to other racial and ethnic categories.
 - iv. In general, graduate students believe they get advised well on research practices.
 - v. In general, graduate students believe their advisors can effectively help them, consider their personal abilities when advising, and encourage intellectual disagreement.
 - vi. In general, graduate students believe faculty respects them. However, for the Asian, Black, and Latino racial and ethnic categories, show somewhat less respect.
 - vii. In general, most graduate students would recommend their advisor to another student.
 - viii. In general, most graduate students believe the overall climate is welcoming and the program creates a supportive environment.
 - ix. There is less general agreement among graduate students that rules are applied consistently.
 - x. Graduate students believe UConn could do better with having students play an active role in the department.
 - xi. Graduate students generally believe faculty help them think about their careers.

4. Anti-Black Racism Course

- a. The proposal may be changing as the Executive Committee has some comments and questions about the proposal. We will be hearing about this very soon.
- b. There could be more changes about the costs regarding this course.

5. Update from Frank Tuitt

- a. Recently created a group for individuals who have D&I Responsibilities in their job roles.
 - i. Individuals in these roles have a lot of the same questions.
- b. ODI has been in the process of doing strategic process management in the unit that we do work in.
 - i. Landed in a new conceptual framework in how we engage in the work.
- c. Proposing a few organizational tweaks in our process/structure.