

JEDI Minutes  
Wednesday, April 3, 2024  
11:00 AM-12:00 PM

Teams:

Present:

- Martha Cutter (chair)
- Angelo Montes
- Becky Bacher
- Gregory Bouquot
- Stuart Duncan
- Kristen Govoni
- Micah Heumann
- Diane Lillo-Martin
- Diandra Prescod
- Audrey Silva
- Eduardo Urios-Aparisi

Absent:

- Caitlin Elsaesser
- Sidratul Muntaha
- Eleanor Ouimet
- Mackenzie Robinson
- Stephany Santos
- Kelly Schlabach
- Frank Tuit
- Yaowu Yuan
- Cindy Zhang

1. Approval of Minutes of March meeting (attached)

- A. The minutes were approved unanimously

2. Old Business:

- A. JEDI Subcommittee for Strategic Plan: Update: Martha Cutter mentioned that she has been in contact with Michelle Burton about whether we can have membership on the strategic plan implementation committee especially around issues of inclusivity. No further information about this has yet been obtained.
- B. Update on preparing a report to share with faculty and staff on BIPOC student retention, academic probation, and retention: Martha Cutter started discussion on this potential report and said that SEC believed a circulated report is a better strategy than a motion. Martha will be working on a report outlining the problem, ongoing university efforts, and what university staff and faculty can contribute.

- C. Follow-up on exit interviews with faculty: Martha Cutter introduced this topic and shared that she has not yet received much information from HR from her follow-up communication with them. She summarized the source of this agenda topic being a result of a presentation regarding faculty/staff retention which was presented to the Senate during the Fall 2023 semester. Audrey Silva proposed that we invite a representative from HR to present to this committee. Stuart Duncan proposed that we also invite a speaker from Labor Relations.

### 3. New Business:

- A. JEDI annual report (attached; **please review first draft**): Martha presented the draft of the JEDI annual report to the group and solicited feedback. Martha was asked to clarify whether all or some of the items would be action items, going forward.
- B. Stuart Duncan report on Enriched Mentorship for Graduate Programs: Stuart Duncan shared the history on this item and the goal to match graduate students with faculty who are not in their field to have open and honest conversations about the challenges they face. There is a particular focus on resources and how to support diversity, equity and inclusion in the work. Stuart Duncan shared the [homepage](#) for this program and summarized the work they have done thus far, existing resources for program participants (mentors/mentees), and the matching criteria in the participant sign-up form. The floor was opened for questions and discussion. Questions were raised regarding budget as well as any service “credit” related to participating in this program (particularly as it relates to PTR); a question was raised regarding the administration’s awareness and prioritization of this program.
- C. Other new business? Items for the next meeting?
  - i. Martha Cutter mentioned that Angelo Montes will be working with Kamara Nyahuma on a project and invited him to the floor to present. He shared that his work has focused on supporting BIPOC students and data collection, particularly on how academic probation is affecting students, particularly BIPOC students. He added that he is still working on obtaining Fall 2022 and Fall 2023 data.
  - ii. Stuart Duncan shared that he may be interested in changing the name of this committee to be DEIJ rather than JEDI to avoid association with Star Wars. Diane Lillo-Martin shared her knowledge about the determination of the JEDI committee name and that discussion had focused more on what words should be included in the acronym. This topic will be discussed at the next meeting.

Next meeting: Thursday, May 2, 2024, 1:00 PM-2:00 PM