

JEDI Agenda
May 2, 1:00 PM HYBRID:
Senate Office & MS Teams

Present:

- Gregory Bouquot
- Diane Lillo Martin
- Eleanor Ouimet
- Diandra Prescod
- Stephany Santos
- Audrey Silva
- Frank Tuitt
- Eduardo Urios-Aparisi
- Yaowu Yuan
- Chuanrong (Cindy) Zhang
- Kristen Govoni
- Martha Cutter
- Becky Bacher
- Micah Heumann
- Angelo Montes
- Jeffrey Hines

Absent:

- Makenzie RobinsonCaitlin Elsaesser
- Greg Reilly
- Stuart Duncan
- Mackenzie Robinson

1. Approval of Minutes of April meeting (attached)
 - A. The minutes were approved unanimously
2. Old Business:
 - A. JEDI Involvement Strategic Plan: No update
 - B. Annual Report finalized (see attached document)
 - C. Student-to-Student Mentoring: Angelo Montes will be working with Kamara Nyahuma on a project supporting BIPOC students and data collection, particularly on how academic probation is affecting students, particularly BIPOC students. Martha Cutter was encouraged to have Angelo contact the Uconn

connects program, has some peer mentoring (see <https://achieve.uconn.edu/connects/>)

3. New Business:

- A. Follow-up on exit interviews with faculty: Lakeesha Brown, Vice President Human Resources. She could not come to our May meeting but might come next year (she is Interim). She writes:

“We are working on a process to capture pending exits of faculty and staff prior to their final day. This would offer us the opportunity to immediately issue each person a link to an online, confidential survey which would allow me to track trends based on demographics, department, and leadership team. We would also be able to offer a confidential, in-person meeting to supplement for anyone who wishes to do so. Those supplemental in person meetings are helpful for my team here in Farmington to identify any specific concerns that need to be referred to OIE or compliance. It also provides the outgoing employee with an opportunity to have a safe space to speak. We are working on testing it in Kuwali build currently and hope to have a process we can use in the upcoming month or two. We will use standard exit interview questions which are helpful for benchmarking, and I will also work with Dr. Hines out of ODI on questions to monitor belonging and DEI. I hope this helps and I look forward to meeting you all in the fall.”

Martha Cutter reviewed this update and opened the floor for questions. Micah Heumann suggested bringing up the idea of 360 reviews with HR and exit interviews, which are currently not being done formally.

- B. Proposed JEDI Name Change: Martha Cutter opened the floor to discussion, and it was determined that this was not a priority to delve into today but will remain on the agenda for the fall. An article was shared for the group to review.
- C. JEDI Involvement in Policies Surrounding Student Protests: Martha Cutter introduced this topic and discussion ensued about university policy and how students can access/understand them before they act. Eleanor Ouimet shared that she thinks the student code of conduct was changed after the President’s email went out regarding encampments (or tents) being against the code of conduct. Micah Heumann shared his experience from personally seeing some of the first arrests and questioned whether there is support for students who witnessed the event. He added additional comments regarding the damage done during sporting events and the lack of arrests, versus the lack of damage and number of arrests during this most recent protest event. General concerns were raised regarding the reactionary response to the protests. Questions were raised around whether there has been a greater conversation between the students and the university administration regarding the protest demands and potential divestments that they were asking for. Concerns were raised over the accessibility of policies, and

ensuring they are accessible to e-readers, as well as transparency regarding how these policies are changed, when and why. Conversation ensued regarding accessibility in general and Audrey Silva added more information regarding her office, CSD and the communities each unit serves and how. She added that Karen Skudlarek in ITS is a resource for faculty/staff to work on getting their websites to be as accessible as possible. She added that there is an accessibility policy in place since 2019.

D. Other New Business

1. Frank Tuitt leaving: Can we ask to be involved in the search for his replacement? The committee asked for more information regarding this transition and shared a desire to be involved in the search in some capacity, when it comes to pass. The committee thanked Frank Tuitt for his service and wished him the best with his fellowship.

2. JEDI follow-up on Provost's new policy on Spousal Hires: Martha Cutter summarized the change and asked the committee if the JEDI committee would be interested in making a statement regarding this change. Kristen Govoni shared that it would be important to see the data and the impact of this change on diversity before the committee were to take any action. The discussion continued and it was proposed that we check with the Provost's Office regarding the reasons behind this policy change (perhaps there had been some peer/aspirant research, etc). A [report on spousal hires from Rutgers University](#) was shared in the meeting chat.

HAVE A GREAT SUMMER AND THANKS TO YOU ALL AND PARTICULARLY TO MICHELLE!!!!