

JEDI Minutes (DEIJA Minutes)

Tue 4/29/2025 2:00-3:30

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*Martha Cutter, Chair, CLAS, English
*Mary Ann Amalaradjou, CAHNR (*absent*)
*Becky Bacher, CLAS Advising
*Micah Heumann, Enrichment Programs, Honors
*Diane Lillo-Martin, CLAS (*absent*)
*Eleanor Ouimet, CLAS
*Diandra Prescod, Neag School of Education (*absent*)
*Ingrid Semaan, CLAS (Stamford) (*absent*)
*Eduardo Urios-Aparisi, CLAS, Literatures, Cultures, and Languages
*Yaowu Yuan, CLAS
*Cindy Zhang, CLAS (*absent*)
Kimberly Curry, The Graduate School
Greg Bouquot, Registrar's Office
Phoenix Harper, Undergraduate Student (*absent*)
Jeffrey Hines, Office for Diversity and Inclusion (ex-officio member) (*absent*)
Audrey Silva, Center for Students with Disabilities
Haritha Subramanian, Undergraduate Student

1. Approval of Minutes of March meeting: [2025 0325 JEDI Minutes.docx](#): minutes approved unanimously
2. Announcements and Updates
 - A. Welcome to new committee co-chairs: awelcome of co-chairs of this committee for the next academic year, Micah Heumann and Maria Coppola.
 - B. ODI updates (see full list of events below): Martha Cutter highlighted upcoming events from ODI, encouraging committee members to share with their colleagues and/or join. She particularly highlighted this one:
ODI Faculty Dialogue on Academic Freedom (Hybrid) - May 8
Events calendar link: <https://events.uconn.edu/event/1063674-faculty-dialogue-on-academic-freedom-hybrid>
3. Old Business:
 - A. JEDI Name Change to DEIJA was approved

- B. Subcommittee to focus on positive DEI messaging and community resources. Kim Curry, Phoenix Harper, Micah Heumann, Haritha Subramanian, Cindy Zhang. Cutter will be chairing this next year: Martha Cutter reminded the committee of the existence of this subcommittee, stating that they are happy to carry this work forward in the fall semester when this committee reconvenes.

4. New Business

A. Annual Report (Review Action Items Prior to Meeting)

[ANNUAL REPORT JEDI 2024-2025.docx](#)

- B. Tasks for next year: Martha Cutter reviewed each topic below, summarizing next steps for each when this committee reconvenes in the next academic year.
1. Follow up with Lakeesha Brown about Exit Interviews
 2. Follow up on KPIs in Strategic Plan
 3. Other?
 - a. Concerns raised regarding constrained resources in an environment of rapidly increasing enrollment.
 - b. Continued monitoring of students impacted by federal executive orders and other actions.
 - c. Analysis of Learning Accommodations Taskforce report
 - d. Continued discussion of University policies on protest, noise, etc.: Are they evenly enforced? When are they enforced? Should police be involved in peaceful protests?
- C. Preview from Audrey Silva: Communication access accommodations.: Audrey Silva presented a summary of the successes of UCIS in supporting units and students, emerging concerns. and potential next steps.
- D. Possible Resolution for University Senate's next meeting from JEDI: Resolved: We urge President Maric to join other University Presidents in Signing "A Call for Constructive Engagement"
<https://www.aacu.org/newsroom/a-call-for-constructive-engagement>

The committee discussed this letter and passed by unanimous vote that if the President does not sign the "Call for Constructive Engagement" before the May 5th Senate meeting that this committee will put forward a motion urging her to sign, as new business.

Or: Resolved: We urge President Maric to join other Universities in Formulating a "Mutual Defense Pact" (see Rutgers resolution below, which all Big 10 schools have now signed).

<https://rutgers-ptlfc.org/2025/03/31/resolution-to-establish-a-mutual-defense-compact-for-the-universities-of-the-big-ten-academic-alliance-in-defense-of-academic-freedom-institutional-integrity-and-the-research-enterprise/>

There was limited discussion of this resolution. Cutter suggested that we should move one step at a time, but going forward we might want to press the president on something like this or on other resolutions such as:

- https://facultycouncil.emory.edu/?utm_source=substack&utm_medium=email#_edn1
- https://radicalsolarship.com/2025/04/24/the-lines-furman-must-not-cross/?fbclid=IwY2xjawJ3WCJleHRuA2FlbQlxMQBicmlkETFKdGpnb3ISUGJzRElnRFEwAR7a97gJb-QNWfbvTbARoLb1WfT4J2NtRh3w6B5e0SxOHWyoSbA0RhpGna3zKA_aem_Li80tl9NkRW2iZaljout0A
- <https://www.detroitnews.com/story/news/politics/2025/04/17/michigan-state-university-faculty-senate-urges-leaders-form-mutual-defense-compact-um-faculty-mull/83139435007/>
- <https://www.idsnews.com/article/2025/04/bloomington-iu-faculty-mutual-defense-compact>

5. Presentation by Kathleen Holgerson, Interim AVP in Office for Diversity & Inclusion on current efforts to protect DEI at UConn

Kathleen Holgerson shared a slide deck which summarized important messaging and recommendations on efforts to protect DEI at UConn. The floor was opened to questions and discussion ensued.

Cutter thanked the committee and Michelle for their service and hoped they will have a great summer.

Updates from ODI:

Multiple Rapid Response Teams formed at the U.

1) ODI

People

Conversations around: Gender Affirming Care; Academic Censorship; International and Undocumented Communities

Infrastructure (Renee) (Kathleen)

Need Places to go to get information!!!

FAQ

Several Working Groups (Positions, Committees, messaging, grants, curriculum, etc.)

Being finalized

- 2) Research Rapid Response (Grant Cuts)
- 3) Immigration Rapid Response
(International Students, etc.)
Gathering Resources and creating a website

Conversations around: Gender Affirming Care; Academic Censorship; International and Undocumented Communities

Community Update: International Students and Colleagues - Apr 22

<https://today.uconn.edu/2025/04/community-update-international-students-and-colleagues/>

ODI OVPR Coffee Break at Storrs - April 30

Events calendar link: <https://events.uconn.edu/event/1049919-ovpr-odi-coffee-break-navigating-research-funding>

RSVP link: <https://forms.office.com/r/TifuA98kSp>

ODI OVPR Coffee Break at UConn Health (Hybrid) - May 1

<https://events.uconn.edu/event/1063677-odi-and-ovpr-coffee-break-navigating-research-fundin>

no RSVP required

Faculty Dialogue on Academic Freedom (Hybrid) - May 8

Events calendar link: <https://events.uconn.edu/event/1063674-faculty-dialogue-on-academic-freedom-hybrid>