

# JEDI Meeting Minutes

## January 29, 2025

### 11:05-12:00

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Meeting ID: 287 415 533 892

**Present:** Haritha Subramanian, Martha Cutter, Cindy Zhang, Micah Heumann, Greg Bouquot

**Absent:**

- I. Approval of [Minutes of November Meeting](#): minutes approved unanimously
- II. Updated meeting schedule: 1.5 hours. Please adjust your schedules.
- III. Old Business:
  1. Continued Discussion of KPIs in Strategic Plan **(with Margaret Feeney, Executive Director of Strategic Planning and Initiatives)**  
[margaret.feeney@uconn.edu](mailto:margaret.feeney@uconn.edu)  
(see [KPI's for Strategic Plan.docx](#)) (also attached)

Martha Cutter introduced the topic and welcomed Margaret Feeney to the floor to discuss KPIs for the Strategic Planning around diversity, equity and inclusion. Margaret Feeney reviewed the list of KPIs line by line, citing the opportunities and limitations as defined by federal and state laws. Martha Cutter thanked Margaret Feeney for their feedback and opened the floor to questions. Margaret Feeney clarified the timeline of the KPIs and next steps, which will include a final review by the President's office, and the development of an online dashboard for anyone to review the final KPIs (NetID login required). This dashboard should become available in February.

2. JEDI Review of the "Final Report of the Salary Equity Analysis Working Groups" from December 5, 2022" [Cutter Notes on Salary Report II \(002\).docx](#)

Martha Cutter reintroduced this topic, and asked committee members to add any final feedback into the shared Notes file (above), citing partner hires and merit as particular concerns to highlight. Martha Cutter will send a final report to the SEC after all feedback has been received.

#### IV. New Business

1. JEDI name change (see article below)  
“As you may be aware, the SEC is working on doing a holistic review of the Senate By-Laws and would like to include any potential name change to the JEDI committee within that proposal. Updating the JEDI acronym has been discussed in the committee for the last few semesters ([particularly citing this article as to why](#)), but other items had taken priority.

Martha Cutter introduced this topic and asked Jeffrey Hines to share his expertise and insight. Discussion ensued and will continue at the next meeting. Michelle will run a poll in advance of the next meeting to gauge feedback to prepare for the next discussion.

2. Other new business?

Jeffrey Hines gave an update on the intersection of DEI initiatives, and federal funding for research considering the current political climate, particularly concerning the recent executive orders signed by the president. Ingrid Semaan suggested that this committee request that a “Know your Rights” Card be developed and distributed university-wide from the President or Provost’s Office, citing the importance of consistency in messaging. A committee member also suggested similar centralized support and messaging to support gender and trans rights. Discussion continued and it was suggested that Fany Hannon be looped in for additional resources.

**Next meeting: Feb. 25, 2:00-3:30**

**Meeting Adjourned 1:05**

**Attendees:**

Rebecca Bacher

Kimberly Curry