Standing Committee on Diversity, Inclusion and Belonging
Summarized Meeting Notes from July 15, 2020

- **Members**
  - Student Members: Padmini Baruah, Tracy Jenkins, Neiha Lasharie, Nicholas Cicchinelli.
  - Faculty Members: Katrina Burgess, John Cerone, Carolyn Gideon, Melissa McCracken, Elizabeth Prodromou, Shinsuke Tanaka, Ibrahim Warde, and Abi Williams.
  - Staff Members: Roxanne Collins, Katie Mulroy, Yaritza Pena, James Rollins (Chair), Sara Rosales, Cynthia Rubino, Mary Ellen Vigeant.
  - Alumni Representative: TBD
  - Ex Officio Members: Maren Greathouse, Georgia Koumoundouros, Gerard Sheehan

- Chair Jim Rollins welcomed the group and thanked them for joining this important team. He discussed the goal of the meeting – an introduction and discussion about the current situation, the role of the committee, and future plans.

- Dean Rachel Kyte remarked that diversity is a top priority. She thanked the members for committing to working on how Fletcher can improve on diversity and belonging, as well as address current racial and social injustices.
  - The Standing Committee will implement an action agenda with agreed goals and measurable indicators of success
  - The Standing Committee will develop a written mandate\charter that includes its mandate, timetable, and possibly a new name.
  - Summarized meeting minutes will be posted for the Fletcher community
  - The Diversity and Inclusion Committee (DIC) will stay active as a faculty-only committee, focusing on faculty and academic priorities (e.g., faculty diversity and diversifying the curriculum) with input from others in the community (e.g., Fletcher Admissions and Financial Aid, and the Registrar’s office). The DIC will report to the Academic Council and Academic Dean and through them to the Standing Committee.
  - The Standing Committee should make use of the other diversity and inclusion groups and resources at Tufts.

- Maren Greathouse (Associate Director of Diversity and Inclusion Education) led a group discussion on the various diversity and inclusion terms used by individuals and organizations (see Appendix 1)

- Jim Rollins discussed several of Fletcher’s current challenges, recent accomplishments, and next steps, and revised the slide based on feedback from the group (slides at Appendix 2)
o Challenges
  ▪ Students have provided input about their concerns regarding the lack of diversity in the Fletcher student, faculty, and staff populations
  ▪ 2019 demographic information on the Tufts web site provides evidence of the lack of diversity (https://www.tufts.edu/strategic-themes/diversity-and-inclusion)
  ▪ The lack of a sense of belonging has been raised. One town hall was devoted to the challenge

o Progress:
  ▪ Faculty approved two D&I questions for course evaluation.
  ▪ D&I question added to Faculty Self-Evaluation
  ▪ Faculty, student, and staff training

o Current Status
  ▪ The Dean launched the Standing Committee on Diversity, Inclusion, and Belonging (DIB)
  ▪ Faculty-led Diversity and Inclusion Committee (DIC) will continue to operate as a faculty-only committee
  ▪ We have a draft of an Action Agenda that needs to be finalized.

o Future Plans
  ▪ Create Charter for the Standing Committee
  ▪ Hire an Associate Director, Diversity and Inclusion
  ▪ Implement the Action Agenda and Report Progress to the Fletcher Community
    • Priority 1: Increase Diversity of Faculty
    • Priority 2: Increase Diversity of Student Body
    • Priority 3: Make Curriculum More Diverse and Inclusive
    • Priority 4: Develop an Inclusive Environment Throughout Fletcher (Outside of the Classroom)
    • Priority 5: Increase Diverse and Inclusive Programming/Events
"Diversity asks, 'Who's in the room?'

Equity responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

Inclusion asks, 'Have everyone's ideas been heard?'

Justice responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

Diversity asks, 'How many more of [pick any minoritized identity] group do we have this year than last?'

Equity responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

Inclusion asks, 'Is this environment safe for everyone to feel like they belong?'

Justice challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?' – Dafina-Lazarus Stewart
Appendix 2 - Current challenges, recent accomplishments, and next steps

Challenges and Accomplishments

- **A Few of Several Challenges**
  - Feedback from student surveys
  - 2019 faculty, staff, student diversity
  - Lack of a Sense of Belonging

- **Accomplishments Include:**
  - Faculty approved two D&I questions for course evaluation.
  - D&I question added to Faculty Self-Evaluation
  - Faculty, student, and staff training

Current Status and Plans for the Future

- **Current Status**
  - Standing Committee on Diversity, Inclusion, and Belonging (DIB)
  - Faculty-led Diversity and Inclusion Committee (DIC)
  - Draft of an Action Agenda

- **Future Plans**
  - Create Charter for the Standing Committee
  - Hire an Associate Director, Diversity and Inclusion
  - Implement the Action Agenda and Report Progress to the Fletcher Community
    - Priority 1: Increase Diversity of Faculty
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