CFANS Diversity & Inclusion Committee Meeting Minutes
January 28, 2016
10-11am Coffey Hall 120

Present: Karl Lorenz, Wendy Weimerskirch Plager, R. Ryan McNally, Emma Allen, Aaryn Wilson, Peter Morrell, and Changbin Chen

Welcome – Karl

Why is this work important to you?

Peter and Changbin discussed how NSF research funding is tied to outreach, and we want to keep up with other institutions who are aggressively working on outreach. For example, they discussed St. Louis young scientist program. Also personal motivations of coming from a more diverse place. They are concerned that CFANS does not do enough to foster diversity and recruit for diverse students. Grant programs routinely require reporting outcomes on and engagement with diverse audiences. CFNS lacks this engagement.

Emma stated that from her perspective working in the Bell Museum, that science and natural history museums are disproportionately visited by White populations. She is looking forward to the Bell moving to St. Paul and using it as a gateway to CFANS. She is wanting to partner between the Bell and CFANS. Her interests is in making the Bell accessible to all visitors and new populations including the disability community.

SERU data – Karl

We are leading the other STEM colleges in students being required to engage with other cultural perspectives in their classes. However, especially students of color, feel like people of their race/religion/beliefs are less respected than in other STEM colleges. Moreover, CFANS SOC’s clearly are experiencing a different educational environment than non-students of color in the college. A quarter of the SOC in CFANS who responded to climate questions in the SERU noted their dissatisfaction in being here along several criteria. Their dissatisfaction was five times greater than the White student population.

Future goals for the committee - group discussion

Faculty discussed how our departments (at the graduate level) give preference to Midwest students, which leads us to have a less diverse student population. The idea was brought up to discuss recruiting from Southern (more diverse) states for our programs.

We also discussed the issue of faculty diversity. Departments are mostly White and male. Emma brought up the point that the way job descriptions are written can discourage certain people from applying.

Action item–Ask HR for hiring data and applicant pool to see where we are at and what we can do to increase diversity in our faculty and staff.
Aaryn brought up how diverse people would like to have a place to go and meet with other people from their cultural groups. St. Paul Campus students come here, take classes, and leave, because it is not a welcoming place to hang out.

**Action item**-Look at spaces where people can gather-Borlaug Hall and the new Bell Museum were mentioned. Develop a correspondence from the committee to forward to Dr. Shakeer Abdullah to expand the presence of MCAE and other OED program areas to the St. Paul Campus.

**Upcoming events – Wendy**

Check out all the great upcoming spring events at [www.cfans.umn.edu/inclusivescience](http://www.cfans.umn.edu/inclusivescience)

- Social Hour for Faculty and Staff in collaboration with Pride@Work
- Intersectionality 101 in collaboration with the GLBTA Programs Office
- Women in CFANS Conversation
- Identifying and Challenging Implicit Bias in Faculty Search Committees
- Hidden Disabilities Conversation
- Teaching with Intention: Facilitating Challenging Classroom Conversations

**Next meeting: February 25th from 10-11am in Coffey 120**