

ESP Diversity, Equity and Inclusion Committee
February 19, 2021
4:00 pm – 5:30 pm ET
Meeting Minutes

Attendees:

- Dr. Steve Cohen (Faculty)
- Dr. Adela Gondek (Faculty)
- Rashika Choudhary (Current Student)
- Maya Navabi (Current Student)
- Rachel Patterson (Alumni)
- Iara Vicente (Alumni)
- Stephanie Hoyt (Staff)
- George Sarrinikolaou (Staff)

Iere Strategies (Joined at 4:45pm)

- Hakim Williams
- Denzil Streete
- Charlene Cassimy

Agenda:

4:00 pm - 4:10 pm	Progress Update	George
4:10 pm - 4:30 pm	Listening Session Feedback	Rachel and Iara
4:30 pm – 4:45 pm	Draft Survey	All
4:45 pm – 5:00 pm	Overview of DEI Audit Process	Hakim Williams/Denzil Streete
5:00 pm – 5:25 pm	Discussion of DEI Audit	All
5:25 pm -5:30 pm	Next steps and Adjourn	George

Discussion:

- **Progress Updates:** George provided four updates since the last meeting. Donna Givens Davidson's course, "Building Resilience in 21st Century Detroit: Roots and Remedies to Racial Injustice," had five people register for the course including one ESP student. The course will continue to be highlighted throughout to boost registrations in the future. Columbia is expected to approve the contract for the DE&I audit soon. An online information session was held for students in HBCUs and Minority Serving Institutions; another is planned for the spring 2021 semester. The program continues to advertise to professionals who are graduates of HBCUs on LinkedIn.
- **Listening Session Feedback:** Rachel and Iara hosted a listening session for current BIPOC students on January 27. They presented their findings and recommendations to the committee. The committee discussed how to prioritize the implementation of recommendations. The discussion will continue electronically before the next committee meeting.
- **DEI Audit Introduction and Discussion:** Hakim Williams and Denzil Streete of Iere Strategies discussed the DE&I audit process. The committee agreed that the goal of the audit is to determine a baseline of performance on DE&I issues, to identify feasible ways to make improvements.
- **DEI Survey:** A draft survey was distributed to the committee and some written feedback was collected. The committee discussed ways to refine the survey and customize it for the ESP program. There was consensus that the program should offer an incentive to survey respondents. There was also discussion about preparing the ground for the survey by communicating the program's commitment to DE&I to students, faculty, and staff.

Next steps:

1. Continue discussion electronically of next steps based on the feedback from the listening session.
2. Identify incentives for survey respondents.
3. Ask faculty to consider the integration of equity concerns in their courses.
4. Update the ESP community on DE&I efforts as soon as the DE&I audit contract is approved.
5. Schedule the committee meeting for the end of March.