

DEI Staff Success Sub Committee Meeting Minutes

September 27, 2024 @ 2:00 pm via Zoom

Attendees

Alisha Beal, Katherine Hartley, Pamela Moses, Samuel Sudhakar, Michelle Bell, Gerard Au, Kalie King

Discussion

- 2024-2025 DEI Spreadsheet
- DEI Do's and Don'ts for inclusivity, conversations, hiring, etc.
- DEI Specific Interview Questions that you can ask/can't ask and understanding/managing personal biases in the hiring process (may have already been in the works last year, check in with TA if needed)
- Gender neutral language included in hiring processes
- DEI handbook for managers & staff
- Focus on partnering with affinity months to ensure that DEI efforts are being intertwined with our campus celebrations that already take place
- Utilize USC Website/DEI Academy/Center for Lunch & Learn sessions
- Utilize Academic Impressions for Lunch & Learn sessions (possible options but not the greatest content from board member experiences)

Budget3.1 Funding

Strategy 4: \$3,000 - \$5,000 Train the Trainer

Strategy 5: Utilize Current Resources

Strategy 6: Utilize Current Resources

3.2 Funding

Strategy 1: Checking with Kelly Campbell to see what type of funding has been budgeted for Faculty award and will mirror funding.

3.3 Funding

Strategy 1: Funded Civility Campaign

Strategy 2: Funded All Gender Restrooms

Roundtable

Attached, please find updated DEI Spreadsheet with additional notes and information pertaining to discussed budget and small group champions.

No additional comments, questions, or concerns presented by board.

Next meeting scheduled for October 11, 2024.

Notated by:

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