



CCE Diversity Equity Inclusion Committee Meeting Minutes

Date: April 19, 2021

Attendees: Brian Stoltz, Reina Buenconsejo, Bil Clemons, Paolina Martinez, Scott Cushing, Kim See, Sarah Reisman Stephanie Threatt, Kyle Virgil, Janny Manasse, Elyse Garlock and DEI Coordinators (see attached coordinator list)

Item 1: Approval of the Meeting Minutes for Posting

Subitem A: March meeting minutes were approved for upload to the DEI website.

Trial of Derek Chauvin- This week is the trial of Derek Chauvin and there will certainly be a great deal of tension around the trial and a challenging situation. BS contacted Taso Dimitriadis at CCDI regarding programming and on Tuesday, May 25th there will be a “Reflecting on George Floyd” one year later and something around June 19th – Juneteenth. If any of the coordinators have questions that arise from this challenging situation, please contact us for support.

Item 2: Updates from Committee and Campus News:

Subitem A: Campus News: Progress in Graduate Student Recruitment

- Today, Professor Clemons as Chair of the President’s Diversity Council sent a letter via e-mail regarding the progress in graduate student recruitment. The incoming graduate students are the most diverse group ever.
- Also, BS believes that the incoming undergraduate class is also the most diverse.

Subitem B: Committee News: CCE Progress in Recruitment

- After a quick overview of CCE’s progress in recruitment, we are at the institute level. Chemistry had 42% women, 21% URMs, Chem Eng. 17% women, 8% URMs and BMB had 50% women, 50% URMs.
- Many people including everyone here worked very hard on Future Ignited and Caltech Shines to make this happen.
- Moving forward, how can we work toward this success every year? Working with the new graduates to provide all the tools and support for an inclusive environment. It is important to stay focused and not become complacent.

Decision: Continue working toward an inclusive environment

Next Steps: Provide all the tools and support necessary for an inclusive

environment for incoming graduate students.

Subitem C: Funding Subcommittee Status

- The subcommittee has not been set because we were waiting to hear if there were any other committee members interested in volunteering for the subcommittee.
- What will the funding subcommittee do and how often will it meet?
- The subcommittee will work on finalizing the funding request form or forms. It will review the quick funding requests, review the larger funding request such as a proposal partnering with a HBCU, which would require travel and accommodations etc. The subcommittee after having triaged the various requests would present the various proposals to the committee outlining costs etc. The subcommittee would meet once a month.

Decision: Request for volunteers to participate in funding subcommittee.

Next Steps: Janny Manasse, Stephanie Threat, Brian Stoltz and Elyse Garlock have volunteered for the funding subcommittee.

Subitem D: Other funding updates

- From JM: Pitch for CCE DEI funding was declined unfortunately. However, the Gilead proposal is still an option.

Next Steps: Continue to pursue multiple avenues for funding.

Item 3: DEI Coordinators:

Subitem A: How is the coordinator process proceeding? What challenges have you experienced within the research group? What is happening with the initiatives?

- Coordinators have found it a bit of a challenge to be integrated into the meetings.
- The literature meetings were a possibility to use for discussion time, however it did not happen. It was difficult to make meetings happen within the group
- When asking for feedback people would become very quiet.
- One idea was to put the meeting on the schedule as part of an assignment, however it did not happen.
- It is important for coordinators to circle back with the faculty to request putting the DEI meeting on the schedule. Sometimes PI's need to be reminded.
- We could try something different for a literature meeting such as watch a documentary. In one group it is based on a system- how the meeting goes depends on the interest of the people, the dynamic of the research group.
- How many groups have literature meetings?
- How often are the DEI research meeting supposed to be?
- The DEI meetings are supposed to be once a month.
- In terms of the research infrastructure, how practical will it be to go back to the Principal Investigator?

- I think DEI coordinators feel isolated from each other. SLACK is stressful, is there an alternative.
- An option might be the DEI Coordinator list-serv. It was set up for the coordinators.
- Determine if the list-serv includes any faculty. The coordinator list-ser does not include faculty.
- More communication in groups could be amplified through twitter.

Subitem B: CCE DEI Coordinator Research Group Survey

- Survey is a baseline to find out what is working and not working for the DEI Coordinators.
- There are recurring themes, however, this is not a rigorous survey.
- **Power Point presentation:**

Page 1. Are you a member of the CCE Division? Yes 91% No 9%

- a) Identifications as LGBTQIA + Demographics? 15% Yes 77% No 8% Prefer not to state
- b) Race/Ethnicity Demographics? 33% Asian, 3% Black, 7% Latinx/Hispanic, 47% White, 3% Other, and 7% Prefer not to state.

Page 2. CCE Diversity Climate Questions:

- a) I am aware of DEI efforts being pushed in CCE: Strongly agree -40, Somewhat agree- 55, Neither agree nor disagree-7, Somewhat disagree – 9, Strongly Disagree-4, N/A-1
- b) I believe that CCE cares about DEI issues: Strongly agree-37. Somewhat agree- 54, Neither agree nor disagree -9, Somewhat disagree-9, Strongly Disagree-5, N/A-2
- c) I believe CCE is doing enough to address DEI issues in the division: Strongly agree-23, Somewhat agree-31, Neither agree nor disagree-34, Somewhat disagree-17, Strongly disagree-8, N/A-3.
- d) I'm aware of DEI-focused organizations in CCE (e.g., WiC/DICI): Strongly agree-62, Somewhat agree-39, Neither agree nor disagree-2, Somewhat disagree-4, Strongly disagree-4, N/A-5.

Page 3. Research Group Diversity Climate Questions:

- a) My lab discusses issues related to DEI: Strongly agree-41, Somewhat agree-33, Neither agree nor disagree- 21, Somewhat disagree-14, Strongly disagree, 7.
- b) My lab shares information DEI Initiatives happening on or off campus: Strongly Agree-32, Somewhat agree-46, Neither agree nor disagree-16, Somewhat disagree-13, Strongly disagree-9.
- c) I feel comfortable talking to my fellow lab mates about DEI Issues or initiatives. Strongly agree-49, Somewhat agree-42, Neither

agree nor disagree – 15, Somewhat disagree-7, Strongly Disagree-3.

- d) My fellow lab mates would support me engaging in DEI initiatives. Strongly agree-71, Somewhat agree-28, Neither agree nor disagree-15, Somewhat disagree-1, Strongly disagree-3.
- e) I feel comfortable talking to my advisor about DEI issues or initiatives: Strongly agree-55, Somewhat agree-39, Neither agree nor disagree-10, Somewhat disagree-6, Strongly disagree-6.
- f) My advisor would support me engaging in DEI initiatives: Strongly agree-76, Somewhat disagree-26, Neither agree nor disagree-10, Somewhat disagree-1, Strongly disagree-3.

Additional Comments:

- 1) Consistency in DEI Efforts
- 2) Broader Engagement and Participation
- 3) Better Communication in CCE/Visibility of DEI Efforts (Newsletter)
- 4) Better Communication in Groups (Open Discussion)

Subitem C: Additional Discussion following the additional comments:

- Discussion on a CCE DEI newsletter. CCE did not document the NSF winners which could be included in a newsletter.
- CCE did have a division wide newsletter.
- Stories – share among buildings to increase communication.
- What is the status of the old newsletter? The CCE newsletter might come back.
- Broader engagement with alumni might help particularly with feedback, plus alumni interacting with students.
- Alumni speaking on campus would allow more allies to be involved with the DEI work.
- Set up a calendar.

Decision: Focus on Broader Engagement, participation with better Communication and visibility of DEI efforts.

Next Steps: Work on ways to assist coordinators in increasing participation within research and among research groups.

Item 4: Other Business:

Subitem A: Announcement from Women in Chemistry

- Saturday, April 24, 2021, 4:00PM. WIC will be presenting three scholarships to local high school women. One scholarship is \$750 and two scholarships are \$500. Please advertise to your research groups.

CCE DEI COORDINATORS

Robert Anderson – Fu Group
Mary Arrastia – Ismagilov Group
Christopher Balzer – Zhen-Gang Group
Xiaotian Bi- Wei Group
Meaghan A. Bruening – Agapie Group
David Cagan – Hadt Group
Jill Clinton – Gray Group
Joseph Derosa – Peters Group
Dylan Freas – Fu Group
Alec Glisman-Brady Group
Ernesto Criado Hidalgo – Shapiro Group
Karli Holman – Reisman Group
Alexia Kim – Stoltz Group
Isabel Klein – Cushing Group
James Lawniczak – Miller Group
Marcella Lusardi – Davis Group
Christopher Marotta- Grubbs Group
Molly E. McFadden – Robb Group
Karen Orta- Clemons Group
Abiodun Samuel Oyedele- Ondrus Group
Kim Pham – See Group
Anna G. Scott – Agapie Group
Hannah Szentkuti – Okumura Group
Grace Wang – Tirrell Group
Rebecca Warmack – Rees Group
Gracie Zhang-Hsieh-Wilson Group