



CCE Diversity Equity Inclusion Committee Meeting Minutes

Date: December 12, 2022

Attendees: Brian Stoltz, Scott Cushing, Julie Kornfield, Reina Buenconsejo, Paolina Martinez, and Elyse Garlock
Absent: Bil Clemons, Kim See, Kyle Virgil, Stephanie Threat and Lindsey Malcom-Piqueux

Item 1: Approval of the Meeting Minutes for Posting

Subitem A: September 14, 2022, minutes approved.

Item 2: Committee News Updates: The Visiting Committee came and left.

Could you provide some context for the visiting committee?

Visiting Committee: Essentially every 7 or 8 years, CCE wants to review how we are doing. A peer review where CCE assembles a committee of academic experts and people from other backgrounds such as industry. The committee also includes the Board of Trustees. Essentially, the committee reviews everything related to CCE. They observe how everything is going. Then opine on what they observed, what they believe and make recommendations.

This one was overdue, 2019 would have been the next year, however, Dennis was the new division chair and COVID hit so it was pushed back a few years. It took place about a month ago and many constituencies met with them. A presentation on DEI in the division was given to them. They met with representatives from Women in Chemistry, DICI, and CGSC. The committee also met with other relatively small student groups, no big groups so the committee could ask many of questions, which they did. That is basically the background on the visiting committee.

Is this something every division does or just CCE?

Every division and most top departments will do it. In past years, many of us have been asked to be on visiting committees for other institutions. Usually, you assemble a group that is critical but caring and usually have some tie to Caltech and care deeply about Caltech. It was a great group of people. That is the background on the committee.

Subitem A: DEI Committee Support Fall Term:

Dr. Caroline Ylitalo, STEM Seminar 11/1/22. Dr. Ylitalo is Julie's former mentee and close friend. Dr. Ylitalo is an outstanding advocate for women and minorities in science and been recognized with mentoring awards and is currently at 3M. She came for a visit and a STEM seminar that was very well attended. Initially it was going to be an online event and I convinced Julia's postdoc to ask her to come in person. Julie if you have any additional comments.

When Dr. Ylitalo saw that many of the inner-city students were not attending the science fairs, instead of thinking that the inner-city students were not interested. She asked why and discovered that the problem was lack of transportation not lack of interest. She convinced 3M to pay for transportation and then 100% of the posters were presented. Would we think to ask the question?

It was really eye opening. We presume things and then become passive and don't get the correct information, which would be actionable.

CPA Diwali Celebration 10/28/22: CCE DEI supported a portion of the cost of CPA Diwali celebration. There were more than 300 participants. It is a beautiful holiday.

Caltech PCC DICI STEM Lab Day 12/2/22: This was the second year that the lab day was supported by the DEI Committee funds. There were 14 Caltech Volunteers and approximately 20 to 25 PCC participants. The participants visited labs, plus the SFP office spoke among others including David Cagan's presentation on Rising Tide, which was perfect since this was exactly the target audience for Rising Tide. The students seemed inspired and excited.

Subitem B: Other DEI Committee Updates:

Caltech Connections Program update: has expanded across campus. We have between 40 to 50 mentors and mentees. It is full swing now, Tiffany Kimoto of KNI is taking a large portion of the administrative responsibility for me and we are working through it. The big concern, not something we can solve right now, is how we can compensate graduate students for the extra time they are putting in and that brings up very strong feelings among a lot of people so currently we are working with a travel supplement. It is an issue that we need to deal with, not right now in the committee and with faculty but sometime this year we need to start a conversation within this committee, the CCE division and other DEI committees on campus on how we can support graduate students. If it is a TA credit in place of TAing or something since our graduate students, are running our entire DEI program on campus with no compensation. As mentioned recently in a LiSA meeting, if we put DEI on a regular NSF grant or DOE requires on their grants now. We get a theoretical salary boost where other schools do get a boost. We don't give anything to the graduate students. This is going to be a contentious conversation.

Discussion:

- GPS has implemented a credit on a student's transcript for outreach, which is one thing to consider. It is not quite compensation, but you are getting official credit for the work and prospective employers can see it on your transcript.
- That is a good idea. Currently, 4 out of 5 or 3 out of 5 departments on campus were willing to give students \$300 for an entire year to cover costs for meals, travel etc. The other 2 were extremely resistant so we had to change our name. For the record, the people who work with student finance on campus are willing to give supplements for DEI types of activities.
- Where was CCE in that continuum? Resistant?
- Yes! fortunately for CCE, the money was raised privately to cover the costs. The situation will not be solved today, but it is important to keep it in people's minds.
- It is great with that number of mentors and mentees. How many different colleges are involved now?
- Four, PCC, Charles Drew University, University of Compton, and we just brought in Cal State LA. On the NSF (includes) grant we wrote would bring us up to six or seven schools if we receive it. This was an interesting year, we had to set up another step of filtering because we had a list of 100 applicants from these different schools. It is a program that for minority serving institute students is well liked. In future we will need to expand to include UCLA or USC to assist us with the mentor burden because we are getting so many mentees. For a program that is for people without research experience, it is hard to say no to students

without research experience. We are working on it since it is only our 3.5 year. Every year you learn a bit more. It is on its way to becoming, in the future, a LA wide type of program.

- Would be better to move it outside of the university into a non-profit.
- Eventually, it will need to be something similar.
- It might prove to be an easier way to proceed with the project the way you want it to be.
- On the NSF grant, we applied for an intermediate level center, which includes one big school and then partner schools. If we get the grant, the next step is called an alliance which can be completely regional, with 5 big schools and 10 – 15 smaller schools and with that you will have a full administrative team. The current NSF grant proposal includes two outside evaluators and two educational researchers in addition to the PI's. Keep up the great work.

Subitem C: Other DEI Committee Information:

- A note on grant proposals that may be important. Professor Robb's assistant asked the committee assistant if Caltech had a list of ADA contacts due to a grant proposal requirement. Due to the CCE handicap parking issue, a list of Caltech ADA contacts had been created. Future grant proposals may require Caltech's ADA information. The committee assistant will forward the list to the committee.
- Erin-Kate Escobar, previously with CCID, has her own DEI consultancy. There was a brief discussion with her on how a consultant would work for the CCE DEI in the division. With the couple of division DEI townhalls where there is an element of teach back as well as gathering information and aggregating lists of everything the CCE community wants to accomplish. Then determining what the process will be and who will lead. The downside is that it is done by students who are only here for a few years and are short on time. Inevitably there will be cracks in that communication with new incoming students. Another point, grad students are not experts in this area. . Perhaps there could be an expert/consultant in some capacity once a year or every other year to run those division townhall meetings. The consultant can listen to what the community wants and assist in implementing the best practices to reach the communities goals.
- That is an interesting idea. The visiting committee believes that the students are doing too much particularly the administrative burden. It would be good to consider.
- How about inviting them to come to one of our meetings in the new year. Perhaps there are different plans that the consulting team already has in place, or they can customize a plan that would work specifically for CCE
- It would be best for me to meet with the consultant first. If you could make the introduction, then we will have a sense ahead of time on what we might expect. You can join the meeting as well, then present it to the committee afterwards. There will be costs involved so it would be best to have an understanding on the cost prior to presenting the plan to the committee. Please contact them and let us know.
- We recently had our DOE LiSA meeting, with 50 PI's and a hundred plus people. An entire half day was focused on DEI with the consensus is that A) the students do everything and B) There is only a few young PI's who do everything to assist them. We need better redistribution, but if that is unrealistic do we need to hire a specialist who can help coordinate and improve the efforts for those who are willing to help. The problem is getting senior PIs on board.

Subitem D: New CCE Centered Advancement & Alumni Relations Person:

- Since Janny left in January, we have not had a CCE focused Advancement and Alumni Relations person. Layla Tremalio has been hired to assist us in raising funds from our faculty

etc. for the DEI Committee. We need the faculty on the committee to connect with other CCE faculty on committing some of the pool funds to keep the DEI committee support funds going. Originally, not even half of the faculty put money into the funds, only a handful of CCE faculty committed funds. Keep that in your thoughts. The new person will be on the committee.

- Have we connected with the Caltech Alumni Association regarding funds for DEI?

Decision: Contact outside Consultant. Work with CCE Advancement to raise funds for CCE DEI.

Next Steps: Work on finding options to support graduate students and postdocs for their DEI work.