

## **SUMA DE&I Committee Meeting**

Monday, May 24th

11:00 AM - 12:30 PM

---

### **Attendees**

- Kizzy Charles-Guzman (Faculty)
- Steve Cohen (Faculty)
- Aditi Desai (Student)
- Shruti Deshpande (Alumna)
- John Anthony Hodges (Student)
- Mariví Perdomo Caba (Staff)
- George Sarrinikolaou (Staff)
- Denzil Streete (Auditor)
- Hakim Williams (Auditor)

### **Diversity, Equity and Inclusion Audit**

1. The committee discussed the creation of a new professional network of BIPOC students and alumni from various Earth Institute programs. The network will be housed in LinkedIn and will be created under the individual account of the program's Director, Steve Cohen. Members will send out invitations to join the group and staff at EI will help program professional development events and add connections. The goal of this new professional network is to create a community that will, later on, help identify speakers and adjunct instructors for the program. This initiative will be announced in the first week of June.
2. The committee hosted Hakim Williams and Denzil Streete of Iere Strategies, the consultancy that is conducting the program's DE&I audit. The consultants provided an initial draft audit report to George Sarrinikolaou who provided the initial feedback. The edits suggested were added to the draft report shared with the committee.
3. The consultants presented an overview of the audit and draft report.
4. The consultants analyzed the survey data, syllabi for SUMA courses, conducted additional interviews and focus groups, analyzed the program's website, and shared their initial findings.
5. The group of students who completed the survey will be compared to the current composition of the program to increase engagement for future surveys. The same will be done for faculty and alumni.
6. The committee provided feedback on the draft report and the initial findings and recommendations. The below items regarding the draft report were discussed:
  - Executive Summary
  - Findings from surveys, program website, interviews, and focus groups
  - Recommendations
7. Once the report is finalized, the program will reconvene, share the report with the community, prioritize the suggested changes, and outline the steps for the next

academic year.

### **Recommendations to Integrate Equity in the SUMA Program**

1. The program will add content to the professional development program by offering skill seminars focused on DE&I topics.
2. The program's curriculum committee will meet to discuss the feedback received from faculty and will implement standards to use as a reference when offering new courses.
3. The program engaged with the School of Professional Studies about the addition of questions related to DE&I in the School's course evaluations. The School recently hired a Chief diversity Officer and the program will be working on adding the questions to the evaluations.
4. The auditors will distribute recommendations by short, medium, and long term to optimize implementation.

### **Next Meeting Date**

To be scheduled once the auditors finalize the report/audit.