

## **SUMA DE&I Committee Meeting – 2nd Session**

Monday, February 15th

11:30 AM - 12:30 PM

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### **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 hosted Hakim Williams and Denzil Streete of Iere Strategies, the consultancy that is conducting the program's DE&I audit. The consultants provided an overview of the audit and sought the committee's feedback on the surveys that were to be administered to students, alumni, and faculty. The surveys represent one of the ways to collect information for the audit.
2. The below items regarding the survey were discussed:
  - The relationship among the program's DE&I efforts, including the audit are referring to, the related efforts of the School of Professional Studies and of the Earth Institute, as well as Columbia's DE&I initiative.
  - Review of the letter introducing the survey to survey recipients.
  - The length of the survey.
  - Providing the survey option not to answer some questions.
  - Ensuring that respondents understand that their feedback will remain anonymous even if they volunteer to be interviewed after completing the survey.
3. Alumni representatives were seeking to gather feedback from SUMA alumni with the help of the recently established alumni association. A listening session among alumni was being planned.

### **Integration of Equity in the SUMA Curriculum**

4. The program approved additional courses from outside the program that are related to equity and sustainability.
5. There was discussion about adding a required course related to DE&I and sustainability to the curriculum. It was decided that in the short-term, the program would seek to offer students more course options related to equity and sustainability, both within the program, and by approving courses from other schools.
6. The program director asked faculty to answer three questions related to their courses:
  - 1) whether the issues or concepts on which their courses are based are affected by racism;
  - 2) whether the examples and readings used in their courses account for this issue; and
  - 3) what changes to the course design, readings, and other assignments could help students better manage for improved environmental and social outcomes, especially in the United States, where there is heightened concern about the links among environmental harm, racism, and equity.

Next the program's curriculum committee will review the responses and provide feedback to faculty.

7. The program was to engage the School of Professional Studies about the addition of questions related to DE&I in the School's course evaluations.

**Next Meeting Date**

To be scheduled once the auditors have at least some preliminary audit.