

# DEIC Meeting Minutes Summary

Wednesday 11.11.20

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## Attendees

Katie Mueller, Steve John, Tyler Gibson, Jessica Pita-Aquino, Colleen McDowell, Christi Binkley, Ani Michaud, Owen Tamplin, Marie Keith, Bill Bement, Marissa Gaskill, Lauren Weitkamp, Morgan Giese, Angela Olvera, Steven John, Megan Bacabac, Songeun Kim

Full meeting transcript can be found [here](#) (must be signed into UW G-suite)

## Agenda

### Previous Meeting Follow-up/Changes

1. **Diversity Mission statement update**

- a. Tyler updated the group about crafting the diversity mission statement. He pulled language from the original action items of the committee, and there is now a link on the google drive to view the draft of the statement.

2. **SACNAS recap**

- a. Lauren gave a recap on SACNAS, which was not highly attended in the virtual format. Although over 200 students were invited to our booth, only 4 attended. The zoom format made casual chatting challenging.

3. **ABRCMS update**

- a. Lauren and Christi updated the group on recruiting at ABRCMS, which is having much better turnout than SACNAS. There are limitations to the virtual format, but they have gotten much more feedback and the platform has been better.

### Summary of Current Business

1. **Introductions: Name, lab, year in grad school**

2. **Discuss CMB diversity web page**

- a. *Language*- The committee discussed the need to use intentional and consistent language on the diversity webpage. The term URM (underrepresented minority) is used by the university and the NIH, however we have gotten some feedback that it is not ideal as it lumps together too many experiences. The DEIC is asking volunteers to do research on the best terminology.

b. *Incident reporting*- It was suggested that the incident reporting tool should be moved to a more clear location on the website. Options include moving it to the student resources box, the CMB students forms page, or on the student resources page under the current students tab. It was also noted that students can be directed to the handbook to look up how to make an incident report.

c. *DEIC* – It was proposed to add more visibility of the DEIC on the CMB website, including pictures of committee members and meeting minutes. Also, it was recommended that a statement be added to the front page about how the program appreciates a diverse student body.

### 3. **DEIC voting follow up**

a. *DEIC learning goal approved by voting members*- Katie and Lainy shared drafts of a 9<sup>th</sup> CMB learning goal. Once language is formalized this learning goal will go to the coordinating committee to vote on. The committee discussed striking a balance between having a learning goal that was too detailed and therefore difficult for PIs to evaluate students on, and a learning goal that was overly vague and therefore easy to not meaningfully engage with. It was decided that a rubric/guidance should be provided to PIs to evaluate this learning goal with students. The committee plans to reach out to on campus resources, such as education specialists and Title IX coordinators, to assist in drafting language for the learning goal and accompanying rubric for goal evaluation by PIs.

b. *Requirement for CMB students to attend a DEI workshop/seminar approved by voting members*- The committee discussed how to enforce this requirement since the workshop/seminar will likely not be for credit. It was proposed that this requirement could be modeled off the CMB requirement that students present at a seminar each year, or students could be asked how they fulfilled this requirement on their annual committee meeting form. It was noted by committee members that this requirement should be drafted intentionally to reflect that marginalized students participating in events in their community also fulfill this requirement. It was decided that drafting the language to fully flesh out this requirement will be a volunteer action item.

### 4. **Update on action items**

a. *Research on HBCUs and other universities to building recruiting relationships*- Christi provided an update on this action item, which is a continuing action item. We plan to take this slowly and deliberately since this recruiting cycle is already underway, with more urgency given to reaching out to historically underrepresented undergrads to participate in a summer research experience at UW. We plan to reach out to UW for contacts and a list of institutions with historically underrepresented students that the university has partnered with in the past.

b. *Mailing list*- The DEIC mailing list is in place. Committee members are encouraged to send important updates to the entire CMB mailing list as well.

### 5. **CMB Recruiting**

a. *Personal statements*- The committee discussed making personal statements from previous successful applicants to the program available to students we are recruiting, particularly first generation students who do not have as many resources when crafting these statements. It was agreed that this would be a useful resource to make available at recruiting events for historically underrepresented students.

b. *Providing research experience opportunities*- It was noted that a major roadblock to some students applying to the program is lab experience. Therefore, it is valuable to recruit students for REUs, both to gain lab experience and to provide an introduction to UW. During the pandemic this summer many REUs were moved to a virtual format with a focus on data analysis and literature review, which may be a way to increase access to REUs. Currently, UW has an REU program called SROP that is very successful and we can potentially partner with them to support these experiences for historically underrepresented students. It was also noted that it would be great to direct program applicants that lack lab experience to open technician or post-bac opportunities on campus to provide an opportunity for interested students to gain the experience needed to enter the program. There are also opportunities to provide high school students with lab experience prior to starting college. The committee is asking volunteers to survey the current research experience opportunities on campus so that we can make decisions about the best groups to work with to advance our goals.

## Action Items

1. The DEIC needs volunteers to research whether we should use the term URM or whether other language would be more appropriate.
2. Volunteers to take headshots of DEIC members to put on the CMB website and add to a new box folder
3. Drafting the language for the DEIC seminar/workshop requirement to send to the coordinating committee for approval
4. Survey all of the post-bac/summer REU/high school student research opportunities currently available on campus
5. For next meeting, multiple volunteers are needed to facilitate, take notes, and compile minutes and action item

## Notes

Some existing programs to provide research experiences for students were mentioned during the meeting that might be valuable for our group to work with, including:

- The NIH Short-Term Research Experience for Underrepresented Persons (STEP-UP) for high school students and undergrads  
<https://www.niddk.nih.gov/research-funding/research-programs/diversity-programs/research-training-opportunities-students/short-term-research-experience-underrepresented-persons-step-up>
- Summer Research Opportunity Program (SROP)  
<https://grad.wisc.edu/diversity/summer-research-opportunity-program/>

## Next Meeting Agenda Items

1. Incident reporting tool
2. Update on the Coordinating committee meeting
3. Update from Admissions rep
4. CMB Mentoring (what was this about?)
5. Update on Action items (go through each on the doc [here](#))