



DEIC Meeting Minutes Summary

Friday, 02.26.2021

Attendees

Tyler Gibson, Ani Michaud, Katie Mueller, Owen Tamplin, Lauren Weitkamp, Sarah Bierke, Colleen McDowell, Angela Olvera, Christiana Binkley, Marie Keith, Lainy Von Bank, Steve John, Jessica Pita Aquino, Owen Sullivan, Caroline Alexander, Luis Haddock Soto

Complete notes from the meeting can be found [here](#) (must be signed into UW g-suite)

Agenda

Summary of Current Business

1. Admissions and recruitment

- a. Update from Lauren: this cycle had 421 applications: 57% domestic students, 17% international living in US, 27% international outside US; 11% students from minoritized groups (similar to last year), 63% women (up from last year). Of the top 100 applications, 13% were from underrepresented groups. Based on preliminary numbers the selection of the top 100 candidates did not appear biased against minoritized groups. Of those who received offers, 8 of 68 (12%) were students from underrepresented groups.
- b. Admissions committee members had bias training provided by WISELI prior to the meeting. Feedback from Owen was that this training was helpful and got everyone on the same page.
- c. Steve updated that recruitment was adjusted to a virtual format and overall went smoothly. After all weekends, there was a panel discussion with current students, which 10-12 recruits who attended.

2. Action Item - Incident Reporting Tool

- a. Lauren outlined options and considerations for a CMB incident reporting tool. Currently, students can report incidents through the Dean of Students, which is not anonymous and automatically triggers an investigation. The goal of this tool is for students to be able to anonymously submit an incident or concern and receive confidential support/advice/resources. However, tracking incidents or launching an investigation would likely be out of the scope of the CMB program.
- b. Ani explained the [Anonymous Alerts](#) site that could be used to mediate this process.
- c. Exceptions to anonymity (e.g. a report of sexual assault) will need to be explicitly stated

3. Action Item - Faculty Mentorship Program

- a. Students currently have a faculty advisor their first semester to provide guidance for classes and lab rotations. Potential adjustments to strengthen this program include:
 - i. Extending beyond the first semester (e.g. annual check-ins)
 - ii. Monthly mentoring tips sent by David Wassarman to faculty
 - iii. Assigning advisors who are outside of the department/committee/academic circle of the student
 - iv. Ask students if they prefer to be matched with an advisor of a specific gender, race, etc.
- b. Sarah and Lauren are also working on revamping the peer mentorship, student volunteers are needed

4. Action Item - University Outreach

- a. Christi proposed a timeline of events for University outreach
 - i. Spring: contact target schools, form relationships with contacts, listen to their needs
 - ii. Late spring: delegate people to contact universities
 - iii. Summer: advertise CMB

- iv. Fall: Virtual panels/ open houses. Separate events for younger students (what is grad school, how to apply) and students later in the process (picking a program, student life here)

5. Action Item - Learning Goal

- a. The draft of the learning goal will be presented during the March coordinating committee meeting
- b. Will need to define a rubric for evaluating this learning goal

Action Items

1. More volunteers are needed for these ongoing action items:
 - a. Further research for the anonymous reporting tool to finalize its purpose and how it will work
 - b. Revamping the faculty advising
 - c. Establishing clear guidelines for peer advising
 - d. Evaluation/rubric for the DEI learning goal
2. Define the role of the DEIC advising liaison (Bill Bement)

Notes

- The use of “underrepresented minority (URM)” was not brought up in this meeting but has been a discussion among the students that will be included on the next meeting agenda.

Next Meeting Agenda Items

1. Updates on action items:
 - a. Advising (may want to prioritize this for the incoming cohort)
 - i. Define the role of DEIC advising liaison
 - b. Use of “URM” terminology

- c. Anonymous reporting tool
 - d. University outreach and recruitment
 - e. Learning goal
2. Feedback on the mentoring/inclusion workshops
 3. Admissions: summary of accepted offers for incoming cohort
 4. Other action item updates/misc.
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