

President's Diversity Council (PDC) Meeting

MINUTES

February 19, 2021

9:00-10:30 a.m.

PDC Committee: Bil Clemons, John Grotzinger, Ravi Guruswam, David Hsieh, Victoria Orphan, Lindsey Malcom-Piqueux (*eo*), Brian Stoltz, Cindy Weinstein (*eo*), and Nicolas Wey-Gomez, and Barbara Wold

Not in Attendance: Azita Emami and

- I. Welcome and discussion with Lindsey
 - a. Review of last meeting minutes
 - i. All acronyms should be written in full
 - ii. Increased detail in meeting minutes requested
 - b. Lindsey was introduced to the President's Diversity Council (PDC) and provided a brief discussion of her role
 - i. Lindsey is the Assistant Vice President (AVP) for Diversity, Equity, Inclusion (DEI) and Assessment
 - ii. The AVP role will include ensuring there is connection and cohesion between all institute DEI initiatives, monitoring progress towards each initiative's goals, and providing in-depth assessment to highlight areas of success or needs for improvement
 - iii. Lindsey is currently completing an institutional DEI audit to understand the various approaches that are guiding the DEI efforts at each level of the institute
 1. This audit will help guide next steps to increase efficiency
 - c. Questions for Lindsey
 - i. In terms of DEI, do you feel you have support moving Caltech into a leadership position?
 1. Lindsey confirmed she feels supported and pointed to four principles that are guiding her new role: Connection, Coordination, Recognition, and Award, with recognition in particular pertaining to the question.
 2. Recognition involves increasing Caltech's visibility both internally and externally
 - a. The goal of Recognition is to show proof of concept of the institute initiatives and therefore moving Caltech into a leadership position
 - b. Examples of recognition: Caltech website, application for Leadership Alliance, etc.
 - ii. What is your plan for the initiatives under your supervision?

1. The first step will be to assess current and future programs and initiatives to determine their progress, to identify what is effective, and to provide support and guidance in a collaborative way
- iii. How can we together change the faculty culture to foster DEI on campus?
 1. Lindsey proposed the creation of a hiring toolkit which would include rubrics and other resources to help inform best practices, reduce bias, and accurately select equity-minded faculty
 - a. It is noted that there will need to be support for such a toolkit at the president and provost level
 2. In order for cultural changes to occur, learning must be present
 - a. Lindsey hopes to also provide professional development activities to help search committees broaden their evaluation toolkit and be aware of bias
 3. How do we achieve diversity in hiring process when research is often put first?
 - a. Using data and shifting how we value assessment:
 - i. Using student learning as a data point for faculty ability may create more buy-in
 - ii. Using DEI as a metric
 1. Given the institute relies on external evaluation for tenure, any DEI component should be public in advance
 - b. Including a teaching demonstration in evaluation, which is not currently a practice in the biosciences
 - c. Evaluation of candidate as a mentor
 - d. Proposed dialogue between search committees:
 - i. Allow a caucus among all division search committees to discuss their challenges, come up with guidelines and protocols
- iv. How do you feel you will collaborate with the president and provost? Are you getting the assurances that you will be part of the decision-making processes?
 1. Lindsey does not currently have a full picture of the relationship between her position and the president and provost
 2. It is noted that while the AVP might not have enforcing power, the AVP can determine if a hiring plan is going to succeed, monitoring implementations, and helping to assess the diversity of a pool
 3. The Chief Diversity Office (CDO) will also now have a direct line to the president.
 4. The committee noted that in the past, such as with the re-naming committee, the experts (such as the CDO) were not

consulted. This committee wants to ensure that, in the future, the experts are consulted

5. The committee offers their full support to Lindsey in fostering the relationship between president and provost

d. Other updates discussed

- i. Cindy, Lindsey, Dave, and Tom had final meeting with WASC and Cindy informed the committee that every question was about DEI
- ii. Caltech Center for Inclusion and Diversity (CCID) is shifting some programs to Student-Faculty Programs (SFP) and to the CDO
 1. Trainings and mentoring will remain in CCID
 2. The remainder will need to be re-assessed
 - a. It is noted some of the shifting is due to Hannah Song's departure. Some initiatives existed in the CCID due to her expertise, not because they belonged in the CCID
- iii. Graduate Summer Research Institute (GSRI)
 1. Can GSRI be advertised during recruitment?
 - a. The institute is currently trying to figure out what the summer programs will look like. There may be some programs still happening, but with reduced students on campus. Final decisions are TBD

II. Divisional updates

- a. The committee discussed an incident occurring during a student town hall held by Caltech for Black Lives
 - i. A discussion occurred surrounding the re-naming of building on campus which left some participants feeling concerned by the dynamic of the conversation
 - ii. An anonymous student reached out to the committee to express their feelings about the nature of the conversation
 - iii. Can the committee provide counseling to these students and offer for our support?
 1. The Caltech for Black lives was advertised by the CCID but was without administration support, which made it difficult to mediate
 2. The committee discussed working with the CCID in the future to ensure student groups receive training on hosting and moderating meetings going forward

III. Caltech Shines

- a. Caltech Shines is a secondary recruiting event on April 3, 2020
- b. Caltech Shines will be hosted by the Chemistry & Chemical Engineering (CCE) and Biology & Biological Engineering (BBE) Divisions
- c. All admitted students in CCE and BBE are invited
- d. It is still being determined if broader campus involvement will occur as the event is still in the early planning stages
- e. The goal of Caltech Shines is to not only encourage students to come to Caltech, but to provide a second opportunity to reach underrepresented minority (URM) students

- IV. Climate survey update
 - a. The climate survey is still moving forward
 - b. The target date for performing the survey is May
 - c. There will be a more concrete discussion of the survey in the next meeting