

President's Diversity Council Meeting

MINUTES

October 9, 2020

4:00-5:00 p.m.

PDC Committee: Bil Clemons, Nicolas Wey-Gomez, David Hsieh, Ravi Guruswam, Victoria Orphan, Hannah Song, Brian Stoltz, Ex Officio: Cindy Weinstein

Non-member: Lindsay E. Malcom-Piqueux

Not Present: Azita Emami, John, Grotzinger, and Barbara Wold

1) Future Ignited Program Update

- a. We had 250 nominations
- b. What will this look like next year?
 - i. Lacking in administrative support as well as financial support
 - ii. Funds for this year? Can we split amongst the five divisions?
 - iii. Recommended to write a formal report to submit for next year
- c. Strategic Communications have been informed to cover the event
- d. Will there be a homepage for members to continue to communicate?
 - i. There are Slack Channels
 - ii. Divisions are given liberty to continue communication how they want

2) DEI Issues on Campus

- a. Tom has been challenging the Trustees to diversify themselves
 - i. They have in turn created their own DEI committee
 - ii. They have appointed the Admiral Mike Mullen as Chair of the committee
 1. Spearheaded diversity in the Navy

2. Helped end Don't Ask, Don't Tell under Obama Administration

iii. Goal for summer is to have a working plan to make changes to the institute

3) Accreditation

a. Bil introduced Linsey Malcom-Piqueux to the PDC to discuss accreditation occurring next week

b. What are they going to ask?

i. The honest answer is we do not know

ii. Some ideas: Have we made progress? What are the goals of the PDC?

c. How do we want to talk about Diversity and Inclusion?

i. Someone should take the lead as the speaker (Bil as Chair is the logical choice)

ii. Lindsey informs committee they will be discussing our data and she will provide the data WASC has to the committee for easier access

1. What trends did Lindsey notice?

a. Drop in self-confidence was high in URM students

b. More negative climate noted by URM students

2. PDC will not be expected to know specific data points, but may be asked about trends that have been identified

iii. Nicholas wonders if there is strategy in not painting a rosy picture of Caltech to ensure there is also outside pressure to make changes on campus?

1. Cindy replied that it is important to be accredited for the next ten years, however it is just as important to be really honest with ourselves

2. It is important that we recognize the changes we need to make and our plans to implement these changes

d. Need to address how we aggregate our data

4) Climate Survey Committee

a. Recommended Leaders: Cindy, Lindsey, and Hannah

b. In addition, there is a committee that we need to recommend meeting with Rankin's team (for ten three-hour meetings)

i. Staff members, faculty (one per division), post docs, grads, etc.

ii. It would be helpful to get recommendations from each of you from your divisions

1. Important to have diversity in gender and seniority

2. Bil surveyed the committee members for their recommendations

3. David recommended these roles be broadly advertised as well to allow individuals to self-recommend versus solely hand-picking individuals

5) Naming Task Force

a. Nicholas believes when someone drops from the conversation, the committee has failed them. However, listening to multiple opinions is part of the conversation. He hopes for patience and care.

b. Victoria believes the PDC should make a statement to the agreement of the committee

c. Hannah discussed the debrief that was held and the pressure put on these leaders. Recommends the PDC letter be a more human response that reflects on the process.

i. There are large issues regarding the structure of the committee

d. Victoria questioned the logic behind keeping everything closed within the committee.

e. The argument has been made that we as an institution cannot just react. We must be thoughtful in why we are making changes. We must understand why we are doing it rather than just reacting to the weight of the moment.

- f. Also recommended that the PDC be surveyed before the President sends communications related to Diversity and Inclusion.
- g. Bil/Nico will be point-persons for this topic during WASC visit
- h. Who would volunteer to draft a response from the PDC?
 - i. Bil will start a google doc