

## **DEI Task Force Meeting** **2/27/19**

Present: Eric Hilton, Will Benton, Rochelle Seitz, Laur Ferris, Emily Hein, Jeff Shields, Tricia Thibodeau, DaNika Robinson (Phone)

### **DEI Updates**

- Spark Leadership program on racial bias to be held on March 13 was announced and registration is open; a second invitation-only afternoon session on bias in hiring. for a smaller group will also be open soon (space limited to 100 on a first come first served basis) [this was announced and the invitation was shared with senior leadership, department chairs, dive in, DEI task force, search chairs, and others]

### **Discussion of Diversity Plan Goals**

#### Continued discussion of Goal 3. *Modify Recruitment and Hiring Practices.*

- Discussion proceeded from last week; with a note that in the diversity plan there is the expectation that in senior administrator/senior staff hires a list of “diversity competencies” will be requested with application materials (per the W&M Task Force Report on Race and Race Relations). Is this being done?
- Emphasis was on the need to be not just focused on Faculty Hiring
- Discussed need to provide supervisors and other hiring personnel some bulleted guidance points for ensuring diversity; although it was developed for faculty searches, use the guiding points generated by Dive-In policy committee as a bulleted list to the degree possible.
- Is there a way of incorporating this into PeopleAdmin? Perhaps inserting into the job listing “This hire must contribute to diversity issues...” or including a statement in all job descriptions that some aspect of diversity be included in the screening grid (review suggested questions list available from Liz MacAleese).
- Recommendation: Add in Job Descriptions a question that all job applicants must answer: (e.g., have you participated in any diversity training; how do you make people feel comfortable in work and daily life?); need to generate a bank of possible questions that can be chosen among, with a variety of styles (yes-no, open text) and appropriate for a variety of positions (facilities, research staff, etc.).
- Recommendation: Develop a best practices in hiring guide book (akin to W&M Office of Diversity guide, but appropriate for all staff, not just senior level/faculty). This might be part of a website “How To” guide for hiring.

#### Discussion of Goal 4. *Expand Minority Student Recruitment Efforts*

- A major problem is not getting the word of VIMS out to the broader community of potential students, and there is need to increase marketing efforts, particularly to HBCU, perhaps through NOAA, or EPSCoR Universities
- Standard metrics, most notably the GRE, is a large hindrance to increasing diversity (e.g., an expensive endeavor); possible solutions include sinking the GRE as a requirement

- Recommendation: institute a way of applicants apply for a waiver from the application fee (to break down this as a possible area of limitation of diversity); perhaps have this tied to something like prior contact with faculty members, etc.
- Recommendation: Select the “top” student in the REU program for an offer of admission. Top student is already selected to go and present at ASLO (in this case it is the vote of the REU Program directors and is based on the student that gives the best presentation). If offered an admission (or some type of incentive), this student could be chosen by a similar vote, plus a recommendation of the Advisor, etc. Could there be some type of NSF supplement for a grad school program that can be tied to an REU program?

**DEI Task Force Meeting Agenda**  
**Wednesday, March 6, 2019 at 9:00**  
**D/D Conference Room**

Conference Bridge Call-In Info:

Local – 804-684-7600 (VIMS or ESL can dial 7600)

Toll Free – 1-833-236-8467

Conference ID: 7006#

Conference Password: 3326#

**1) Review minutes of Feb 27 meeting**

**2) Discuss VIMS Diversity Action Plan**

- Pick up from Goal 4 discussion and proceed through goals

**Meeting Goal**

- Discuss potential recommendations related to Goals 4, 5 (of 9) of the diversity plan.