

**DEI Task Force Meeting**  
**2/7/19**

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

**Search Committee Diversity Training**

Identified training actions, with particular interest in capturing “resistant individuals”, and targeting all segments of VIMS community (i.e., staff, students, faculty)

Points that were emphasized and discussed:

- make trainings a regular occurrence (i.e., and “annual certification” model, in which community members need to fulfil some type of training on an annual basis).
- explore whether the W&M Supervisors Institute can be a possible resource or model
- look for methods of “stealth training” (i.e., so the community doesn’t feel bombarded with training, and will get to the “resistant individuals”)

Broad agreement that the search committee training should be opened up to all faculty, and possibly all supervisors (at all levels)

**Segments and Opportunities for Gathering Feedback on Community Climate**

- Allyship Workshop survey (this was conducted, and results are being transcribed)
- Student survey (Laur has been in contact with AJ, and he will send data)
- Students: an informal listening session might be most informative, possibly including young staff members as well
- International students (an online survey was developed and distributed to the community following the International Potluck Dinner)
- Facilities (DaNika will attend the Facilities All Hands meeting, and distribute a survey)
- Faculty: possibly capitalize on the Spring Faculty Meeting (March 22), and spend some portion of the meeting in focus groups, or using the template of the Academic Studies External Review self-review white board exercise. Also, possible brown bag lunches.
- Staff: Brown Bag lunches

**Possible Recommendations to Develop in Report**

- Develop a DiveIn Day (a day-long event meant to combine training and increasing sense of community) (i.e., develop cross-departmental/position teams)
- Generate guidelines for ensuring diverse hires at all levels (including staff hires) to be given to supervisors
- Look for opportunities for supporting undergraduate research associated with Dive In initiatives, perhaps engaging with the Sociology department

**DEI Task Force Meeting Agenda**  
**Thursday, February 14, 2019 at 10:00**  
**D/D Conference Room**

- 1) Review minutes of Feb 7 meeting
- 2) Review survey results that were distributed
- 3) Discuss VIMS Diversity Action Plan and Rochelle's DiveIn accomplishments table
  - nine goals as outlined in the plan
  - ways in which each have been addressed (if they have)
  - which ones may still need to be addressed

**Meeting Goal(s)**

- Which Diversity Plan goals can be targeted for our report to generate recommendations linked to the two aspects of our charge.