

CC&E DEI Committee Meeting

September 17, 2021

Attendees:

- Sibel Bargu Ates
- Courtney Nicole Hammond
- Junhong Liang
- Linda Hooper-Bùi
- Lily Pham
- Dean Chris D'Elia
- Dan Holstein
- Kathe Falls

The meeting began with an overview of CC&E's Diversity, Equity, and Inclusion (DEI) Action Plan and its alignment with the LSU DEI Roadmap. CC&E's plan provides information on specific actions that, once implemented, will make the college a more welcoming, inclusive, equitable, and diverse college. This plan includes the collective ideas of CC&E's faculty, staff, and graduate students, with input from DEI leaders throughout campus and the Gulf region. Additionally, national demographics and scientific literature were reviewed to determine benchmarks appropriate for our fields of study.

The college-wide DEI committee, also known as the "steering" committee, is comprised of seven members: one representative from DOCS (Junhong Liang), DES (Linda Hooper-Bùi), staff (Lily Pham); CC&E's Advisory Council (Tonya Williams); CEGO (Courtney Nicole Hammond); alumni (April Ellis); and a chair (Sibel Bargu Ates). The committee is staffed by a representative from the dean's office. Members serve one-year, renewable terms and are appointed to the steering committee by CC&E's leadership team through a nomination process. The steering committee focuses on responsibilities that cross both departments such as setting goals, collecting data on the activities, tracking progress to goals, making the college more inclusive and welcoming, increasing diversity in the Coastal Environment Science program since it is jointly offered by both departments, communication, and submitting philanthropic proposals such as a Bridge to the Doctorate Endowment for CC&E students.

To assist in carrying out DEI initiatives, the steering committee oversees departmental subcommittees that address short-term, specific objectives not covered by the steering committee. The chair of each subcommittee has a reporting but not voting role with the steering committee. The subcommittees focus on department-specific responsibilities such as recruiting a diverse faculty, increasing diversity in the graduate programs, providing funding through sponsored programs grants specific to DEI initiatives within the department, etc. The activities of the subcommittees will "feed" into the college DEI plan.

Committee members were requested to come to each meeting understanding that we bring our best intentions to the table and that everyone who serves on the committee is on the same level. Additionally, it was suggested that we use the term "historically excluded" rather than "underrepresented." The committee agreed to meet once a month.

At the next meeting, the committee will review CC&E's DEI action plan and its progress to date and determine DEI goals for the coming year.

Follow-up items from meeting:

- All members were asked to read the CC&E action plan.
- Dr. Linda Hooper-Bùi will determine if DES would like to form a DEI subcommittee.
- Sibel Bargu Ates and Kathe Falls will prepare a presentation on CC&E's DEI action plan.
- Kathe Falls will provide links to a GOMURC workshop which includes a presentation by April Ellis.

- Kathe Falls will provide a copy of the copywriting section of the LSU University Brand Style Guide which includes a section on inclusive communications.
- Kathe Falls and Linda Hooper-Bùi will work on moving the DEI resource library to a central platform with easy access for faculty.
- Karen Jones will create a doodle poll to determine the best time for the next meeting.
- Kathe Falls will provide the initial (longer) list of action items to the committee.
- Drs. Junhong Liang and Dan Holstein will update the DOCS DEI subcommittee about the steering committee meeting.