

MARCH AGENDA - CDI COMMITTEE

March 8, 2024 @ 1 PM | virtual

Attendees: Auger, Lee, Vandenberg, Monahan, Warneke, Ives, Wilkinson

Agenda and Notes

1. Update on Ad Hoc iBio/Botany Merger Sub-Committee on Climate and Diversity

- a. Ad hoc committee charge: develop a vision for the culture and climate of a reorganized unit
 - i. Process has included discussions of shared vision of an equitable and inclusive merged unit, culture issues, mechanisms to achieve the vision
 - ii. Recommendations are in development to present to both departments.
- b. Committee discussion and notes regarding the ad hoc committee's draft recommendations:**
 - i. Yes to sharing iBio Activation Plan with ad hoc recommendation
 - ii. Ad hoc committee needs to discuss and address the iBio lack of cohesiveness/unity as a climate issue
 1. Recommend adding something about 'cohesion/community' to shared vision statement
 - iii. Building design for community AND accessibility - physical means of fostering community spaces/gathering
 1. New building may be a pipe dream at this point (sigh), but should still keep on the list of hopes and make sure it stays in the mix
 2. Visioning is positive/hopeful, especially for more junior faculty and department members

2. Activation Plan Discussion

https://docs.google.com/document/d/1TwuFpIPUI_eLh4sCX8DMFZ7MFNUcSMNSOBhSCrexbvw/edit?usp=sharing

- a. The college has recently announced that 'Activation Plans' are required with our annual DEI report in May
- b. Grace attending L&S event in April for workshopping Activation Plans
- c. Review our "Activation Plan" (action plan) draft - edits made in document...
- d. ACTION ITEM: (Grace)**
 - i. Send out before faculty/staff meeting and then give mini-presentation, ask for feedback at meeting and following
 - ii. Send to iBioGO, postdoc list, various [committees](#) for feedback

3. Employee onboarding/offboarding survey results, recommendations

- a. Increase participation in onboarding survey by adding the survey as an onboarding task and making it a part of the 30-day discussion with the supervisor
- b. Suggest modifying/adding questions that specify the employees immediate coworkers/group vs. the department as a whole.