

# President's Diversity Council Meeting

## MINUTES

May 17, 2021

10:00-11:30 a.m.

PDC Committee: Bil Clemons, Azita Emami, Ravi Guruswami, David Hsieh, Lindsey Malcom-Piqueux, Brian Stoltz, and Nicolas Wey-Gomez

Not in Attendance: John Grotzinger, Victoria Orphan, Barbara Wold, and Ex Officio: Cindy Weinstein

### 1. News

#### a. Undergraduate Statistics

- i. While undergraduates submit their admissions decisions by May 4<sup>th</sup>, the undergraduate statistics will not be finalized until the fall
- ii. The number of applications increased 60+% (~8K to 13K)
  1. Part of this may be the dropping of the ACT/SAT
    - a. We need to consider this usage for the future
    - b. The University of California no longer will use the SAT and ACT
  - iii. Caltech yield rate is 56% for incoming undergraduate students
    1. The percentage of Underrepresented Minority (URM) matriculates has more than doubled (55 in 2020 vs 115 in 2021)
    2. Percentage of women is 46%
    3. A concern is that there are some sentiments on campus that the increase in diversity reflects a weaker cohort
      - a. This must be addressed, it is Caltech's responsibility to create an environment in which these students can thrive

- b. The PDC will draft a statement discussing the strength of the class with statistics
    - c. Members of the PDC are encouraged to discuss these points during divisional faculty meetings
  - b. Campus climate survey
    - i. The Campus climate survey has begun
    - ii. The PDC discussed the importance of sending reminders to the entire community
    - iii. There is a firm close date for the campus climate survey
      - 1. The PDC will receive information about which community members are not completing the survey so we may target said groups to encourage completion
  - c. SAR report
    - i. The PDC will table this point until the next meeting
  - d. Campus hiring
    - i. Chief of Security
      - 1. There are no updates on the hiring of a new Chief of Security
      - 2. What is the role of the PDC in this process?
    - ii. Director of Caltech Center for Diversity and Inclusion (CCID)
      - 1. The pool of eighty applicants has been narrowed to a list of seven
      - 2. Three candidates will be chosen for an all-day visit including with the PDC
        - a. All PDC members are encouraged to make themselves available to meet with the candidates
    - iii. Associate Dean

1. An offer appears to have been made but there is no other information

e. Veterans

- i. The PDC discussed the representation of veterans on campus
- ii. Bil Clemons recently spoke with Admiral Michael Mullen regarding improving Caltech's community for veterans
- iii. Lindsey Malcom-Piqueux recommended polling the staff and greater Caltech community to identify other veterans on campus
- iv. The PDC reviewed the most recent institute statistics on veterans provided by the Affirmative Action Program (AAP) Report:
  1. 47 employees
  2. 13 students received VA benefits in the past ten year
  3. Jet Propulsion Laboratory (JPL)
    - a. 117 standard employees
    - b. 1 student veteran

f. Division News

- i. Chemistry & Chemical Engineering (CCE)
  1. The Graduate Student Council (GSC) Diversity, Equity and Inclusion (DEI) subcommittee approached the Graduate Office regarding the application fee waiver process – See attached proposed text changes. Examples:
    - a. Stanford Engineering's Application Fee Waiver:  
<https://engineering.stanford.edu/students-academics/equity-and-inclusion-initiatives/prospective-graduate-students/fee-waivers>
    - b. MIT Fee Waiver:  
<http://gradadmissions.mit.edu/about/diversity-initiatives/fee-waiver>

2. All students with a National Science Foundation (NSF) award were given a \$5,000 signing bonus. This appeared to have improved URM yield
    - ii. Humanities and Social Sciences (HSS)
      1. There are no updates from HSS
    - iii. Physics, Mathematics and Astronomy (PMA)
      1. PMA is still waiting on feedback from the Chair on the DEI report
    - iv. Engineering and Applied Science (EAS)
      1. DEI Awards have resulted in many nominations and enthusiasm for recognizing DEI efforts
2. PDC Charter
  - a. Bil Clemons shared the drafted PDC Charter and invited all members to provide feedback (Version attached at end)
3. Memo for addressing acts of aggression
  - a. Nico Wey-Gomez agreed to start draft
    - i. Will consult with Lindsey and legal council
4. Points of discussion for next meeting PDC regarding admissions
  - a. Messaging in application process
  - b. Rubrics for Admission Committees

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## CALTECH GRADUATE ADMISSIONS FEE WAIVER

The Division of Chemistry and Chemical Engineering especially encourages applications from first-generation, low-income, systemically marginalized, and underrepresented groups in science and engineering, including women. Caltech CCE is committed to increasing the diversity of our student body.

Although admissions for our program requires an application fee, this fee should not stand between you and your future degree. If you are considering Caltech graduate programs and need assistance with the application fees, consider applying for a fee waiver.

To request a fee waiver, please complete the online fee waiver form [within the graduate application](#) and submit it through the online admissions system.

### ELIGIBILITY

US citizens and US permanent residents\* may request a graduate application fee waiver if they meet one of the criteria below:

- Have had financial hardship in the past year
- Have participated in Caltech or diversity-oriented programming (see below)\*\*
- Attended at least one diversity recruiting event (see below)\*\*
- Served as a current or former member of the United States Armed Forces
- Participated in recruitment events not listed below where Caltech students or faculty have recruited

\*US permanent residents must provide proof of this status, such as a copy of a green card.

\*\*International applicants attending US colleges and universities are also eligible to apply.

### Caltech-Sponsored Programming

- Amgen/SURF/WAVE
- Cal-Bridge
- Caltech-USC MD/PhD
- Caltech-UCLA MD/PhD
- Caltech-Kaiser MD/PhD

### Fellowship Programs

- Emergent Behaviors of Integrated Cellular Systems Research Experience for Undergraduates (EBICS REU)
- Gates Millennium Scholars Program
- Leadership Alliance Summer Research Early Identification Program (SR-EIP)
- Louis Stokes Alliance for Minority Participation (LSAMP)
- Maximizing Access to Research Careers (MARC)
- McNair Scholars Program
- Mellon Mays Minority Undergraduate Fellowship Program (MMUF)
- Morehouse College Dr. John H. Hopps Jr. Defense Research Scholars Program Hopps (HOPPS)
- National Association of African American Honors Programs (NAAHP)

- Questbridge
- Research Initiative for Scientific Enhancement Program (RISE)
- The National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM)
- University of Baltimore Maryland County Meyerhoff Scholars Program
- Woods Hole Partnership Education Program

### **Events and Conferences**

- ACM Richard Tapia Celebration of Diversity in Computing
  - American Indian Science and Engineering Society (AISES)
  - Annual Biomedical Research Conference for Minority Students (ABRCMS)
  - Annual Ivy Plus Puerto Rico Event
  - Emerging Researchers National Conference in STEM (ERN)
  - FIU McNair Scholars Research Conference
  - MC-STEMP GEM GRAD Lab
  - National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE)
  - National Society of Black Engineers (NSBE)
  - National Society of Black Physicists (NSBP)
  - National Society of Hispanic Physicists (NSHP)
  - Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
  - Society of Hispanic Professional Engineers (SHPE)
  - Society of Women Engineers (SWE)
  - National Organization of Gay and Lesbian Scientists (NOGLSTP)
  - Out in Science, Technology, Engineering, and Math (oSTEM)
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