

President's Diversity Council Meeting

MINUTES

December 11, 2020

3:00-5:00 p.m.

PDC Committee: Bil Clemons, Azita Emami, John Grotzinger, Ravi Guruswam, David Hsieh, Hannah Song, Brian Stoltz, Victoria Orphan, Ex Officio: Cindy Weinstein, and Nicolas Wey-Gomez

Not in Attendance: Barbara Wold

Student Groups Leadership: John Bostick (Caltech Postdoctoral Association [CPA] Chair), Adrien Brueckner (CPA Diversity Co-Chair), Ranjani Murali (CPA Diversity Co-Chair), Ellen Yan (Graduate Student Council [GSC] Steering Committee Chair), Corey Husic (GSC Steering Committee Vice-Chair), Charles Guan (GSC Advocacy Committee Chair), Aida Behmard (GSC Advocacy Committee Diversity Chair), Yuying Lin (Associated Students of Caltech, Incorporated [ASCIT] President), Yuying Lin (ASCIT President), and Yinghan (Megan) Wang (Academics & Research Committee [ARC] Chair)

1) Introductions

2) The role of the PDC

- a. The role of the committee, as well as its goals and initiatives for the future, were discussed with student leadership present

3) Faculty Board Presentation

- a. The PDC briefly reviewed their presentation to the Faculty Board on Monday, December 11, 2020

4) Institute Demographics

- a. The institute's historical and current demographic data was presented

5) Student Groups Leadership Feedback

a. Postdoctoral Students (CPA)

i. Inclusion and Diversity

1. Microenvironments make it difficult to have discussions
2. The Campus Climate Survey was discussed as critical in understanding if the institute resources for inclusion and diversity are being utilized

- ii. There is a desire for a consensus and emphasis to discuss DEI issues on campus
 - 1. Solutions discussed:
 - a. Following CCE's model of a DEI Officer in every research group
 - b. Centralized onboarding process for international scholars
 - iii. Available and affordable childcare is essential and highlighted by the COVID-19 Pandemic.
 - b. Undergraduate Students (ASCIT)
 - i. Are there high school programs targeting Underrepresented Minorities (URM)?
 - 1. Currently a de-centralized process amongst:
 - a. Center for Teaching, Learning, and Outreach (CTLO), which formally formulates all relationships between campus and K-12 schools
 - b. Individual PIs
 - c. Undergraduate Admissions
 - ii. Undergrads would like to participate more in DEI – facilitate this (coordinate with admissions)
 - iii. Is there a DEI panel during undergraduate orientation?
 - 1. Caltech 101 is the DEI panel for undergraduate orientation
 - 2. Recommended to present this data outside of orientation as well
 - iv. Need for an undergrad DEI committee
 - c. Graduate Students (GSC)
 - i. There is a desire for Graduate Admissions to become more centralized with regards to DEI
 - 1. Updates within Graduate Admissions:
 - a. Four Divisions have participated in Unconscious Bias Training within Admissions Committees
 - i. The goal is for all Admissions Committee to complete the training
 - b. There is currently a discussion surrounding the consideration of GRE scores in graduate admissions
 - 2. Costs for applications needs to be discussed (how are fee waiver presented)
 - ii. Community Transparency

1. More transparency from administration to the students and greater community is requested

2. Possible solutions considered:

- a. A campus-wide newsletter

- b. PDC Town Hall

- iii. Understanding Terminology of DEI

1. Decoding Diversity Workshops are held quarterly to allow all members of the community to have the same understanding of DEI terminology

- 6) Future meetings

- a. The PDC Committee and Student Groups Leaderships have agreed to continue to meet regularly