President's Diversity Council Meeting MINUTES

March 26, 2021 3:30-5:00 p.m.

PDC Committee: Bil Clemons, Azita Emami, John Grotzinger, Ravi Guruswami, David Hsieh, Lindsey Malcom-Piqueux, Victoria Orphan, Brian Stoltz, and Barbara Wold, Ex Officio: Cindy Weinstein and Nicolas Wey-Gomez

Not in Attendance: Azita Emami

- I. News
 - a. Admission numbers (Grad/Undergrad)
 - i. Undergraduate Admission numbers as of today (full details will not be known until May)
 - 1. Accepted: 226 Students
 - a. Women: 49%
 - b. 28 Black students (the institutes previous highest number of Black students was 14 in 2019)
 - ii. The Graduate Admission numbers were distributed to the institute via the President's Diversity Committee E-Mail
 - iii. Will the Graduate Record Examinations (GRE) not be considered in the future?
 - 1. There is no consensus on this topic as of now
 - b. Chief of Security
 - i. Our Chief of Security, Vic Clay, will be leaving Caltech in July
 - c. Graduate office
 - i. The Graduate Office is currently searching for a new Associate Dean
 - d. Faculty numbers
 - i. There will be three new Black faculty members in the fall
 - 1. Jose Nelson; Organic Chemistry
 - 2. Ibrahim Cisse; Professor of Physics
 - 3. Dana Murphy; Assistant Professor of English and Black Studies
 - e. Division news from council members
 - i. Chemistry & Chemical Engineering (CCE)
 - 1. Jose Nelson will be joining CCE in the fall
 - 2. Admissions within the division has been very positive this year
 - 3. Diversity, Equity, and Inclusion (DEI) Coordinator Program
 - a. DEI Coordinators held their monthly meeting

- b. All DEI Coordinators agreed to remain up to date with training and completed initial training in January
- 4. CCE DEI Website has gone live: http://www.cce.caltech.edu/about/dei
- ii. Humanities and Social Sciences (HSS)
 - 1. The division's DEI committee is struggling to come up with agreed-upon values
 - 2. A town hall is desired to involve the entire community
 - 3. Dana Murphy will be joining HSS in the fall
- iii. Physics, Mathematics, and Astronomy (PMA)
 - 1. DEI Task Force has completed their task list to present to the division Chair, Fiona Harrison
 - a. Updates will be shared in the future
 - 2. All WAVE students have been approved to be on-campus this summer
 - 3. PMA is discussing eliminating the GRE moving forward
- iv. Geological and Planetary Sciences (GPS)
 - 1. GPS currently has an open faculty search with five diverse candidates
 - a. All candidates were requested to present a DEI statement
 - 2. The committee discussed the need to address the institute's veteran community
- v. Engineering and Applied Science
 - 1. EAS is currently collecting funds from faculty, which is being matched by the division, with the goal to raise money to support DEI initiatives & awards
 - 2. Admission Numbers
 - a. 28% URM
 - b. 38% Women
 - c. FUTURE Ignited was noted for creating positive momentum in EAS admissions
 - 3. Chair's Scholars Program was launched to create a cohort across the Options
 - 4. Feedback was provided to EAS regarding tone amongst the DEI committee within the division

II. Charter

- a. The PDC briefly reviewed the current Charter with Bil Clemons', PDC Chair, proposed changes
- b. Propose changes include:

- i. History details
- ii. Committee Reporting
- iii. Committee Composition
- iv. Committee Duties and Responsibilities
- c. The PDC will present an updated Charter to Tom Rosenbaum
- III. Addressing acts of aggression based on identity particularly in regard to faculty and senior staff
 - a. Nico Wey-Gomez shared a personal experience of aggression on campus with the committee
 - b. Are there ways in which the PDC can help with such instances of aggression on campus?
 - i. While there are formal channels to address harassment on campus, there is a need to address this behavior on a broader basis
 - ii. Lindsey Malcom-Piqueux suggested the following:
 - 1. Using the Honor Code as a mechanism to deal with specific incidents
 - 2. In general, there is a need to deal with the underlying issue (i.e., racism, genderism, ableism, etc.) on an ongoing basis by ensuring the community is educated
 - iii. The PDC has agreed to put together a memo to present to the administration with suggestions for how to approach this topic
- IV. Topics to discuss during the next meeting
 - a. Campus-wide DEI events sponsored by the PDC?
 - b. Website maintenance
 - c. Continuing the discussion regarding acts of aggression