

## **DEI Committee Meeting Notes**

### **Wednesday, February 24 -- 4:15-6:00pm**

Attendees: Pamela Bjorkman, Michael Dickinson, Mary Kennedy, Shelley Diamond, Derrick Morton, Matthew Alexander

Absent: Leo Green & Jean Badroos

Leo Green was attending a Black Trailblazers in Engineering conference which he'll discuss at the next meeting.

#### BBE DEI Website Changes & Emails:

The Diversity and Inclusion page on the BBE page will be changed to DEI to reflect the committee name change. It was discussed and agreed upon to list committee members and titles on BBE's DEI webpage with no email listed. Once Jean and Leo agreed to also list their names they will be added as well.

Pamela Bjorkman - Faculty & Chair of Committee  
Michael Dickinson - Faculty  
Mary Kennedy - Faculty  
Derrick Morton - Kaiser Permanente Medical Faculty & Caltech Visiting Associate  
Matthew Alexander - Undergraduate  
Lauren Breeyear - Staff

The committee looked over the current site and discussed its content. In wanting to add more to it, it was suggested to reach out to WiBBE to get multiple photos for a photo slideshow for the site. Leo Green will reach out to them for pictures. Adding links to BBE outreach fellowships, a request for funding link for DEI related events/conference registration, and eventually the committee meeting minutes.

It was proposed and agreed upon to create 2 separate DEI related email lists.

- bbe\_dei
  - This email list will go to the committee
- bbe\_dei\_reps
  - This email list will for the DEI reps

#### A PTA for the funding:

Pamela will contact Joan Sullivan about setting up a pta and/or find out if there is already set up for the committee.

#### DEI Representative Proposal:

Brian Stolz will not be able to attend the faculty business meeting when the DEI representatives proposal will be presented as previously suggested in previous meetings but he'd be available for questions should anyone have them about how CCE has implemented their own version of the proposal. Mary Kennedy stated that "there is no discussion needed" of the proposal at the meeting. This proposal will be implemented into the division. Once labs have chosen their representatives, their information will be kept in a list maintained by Cynthia Carlson.

### A BBE Faculty Member's Concerns about New Graduate Mentor Rule:

A BBE Faculty member spoke with Mary Kennedy about their concerns on an unspoken mentoring rule within the division. This is that when graduate students start their program, they're left alone and that there is not much mentoring done by their PIs. This can be problematic for some students, especially URM's. This faculty member will be invited to speak at our next meeting to further discuss his concerns.

It is noted that Leo and Jean be present during this meeting for their input on the subject.

### Conversation with Lindsey Malcom-Piqueux:

Before the meeting concluded, Shelley Diamond addressed previous topics discussed during previous meetings. Firstly, that Lindsey Malcom-Piqueux door is open to the committee if she needed, secondly that she is in support of Derrick's proposal, and thirdly that funding for a survey to use is not needed and that her department has purchased a survey app for Caltech use.

### Action Items for next meeting (3/3)

1. Invite the BBE faculty member to discuss faculty mentoring
2. Leo discusses Black Trailblazers in Engineering

### Following Meeting (10/3)

- 1) Michael discusses Caltech Shines