

Untitled

Presented by: Karen Heath

Current run (last updated Oct 24, 2021 7:34am)

4

Activities

60

Participants

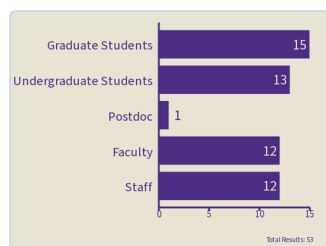
72

Average responses



Average engagement

Who is joining us today?



Response options

Count Percentage

Graduate Students

15 28%

Undergraduate Students

13 25%

Postdoc

1 2%

Faculty

12 23%

Staff

12 23%

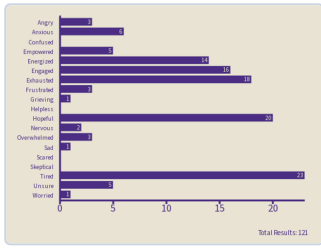


Engagement

53

Responses

What are you feeling today?



Response options	Count	Percentage
Angry	3	2%
Anxious	6	5%
Confused	0	0%
Empowered	5	4%
Energized	14	12%
Engaged	16	13%
Exhausted	18	15%
Frustrated	3	2%
Grieving	1	1%
Helpless	0	0%
Hopeful	20	17%
Nervous	2	2%
Overwhelmed	3	2%
Sad	1	1%
Scared	0	0%
Skeptical	0	0%
Tired	23	19%
Unsured	5	4%
Worried	1	1%

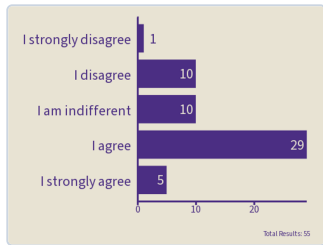


Engagement

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Responses

Do you believe CEE is a safe and inclusive environment for all including those who are Black, Indigenous, and people of color (BIPOC), LGBTQ, disabled, women, and/or members of other underrepresented groups?



Response options	Count	Percentage
I strongly disagree	1	2%
I disagree	10	18%
I am indifferent	10	18%
I agree	29	53%
I strongly agree	5	9%



Engagement

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Responses

How welcoming do you think our department is to discussing discrimination based on race, gender identity, sexual orientation, and disabilities?



Response options	Count	Percentage
Very unwelcoming	0	0%
Generally unwelcoming	6	10%
Sometimes un/welcoming	15	25%
Generally welcoming	31	53%
Very welcoming	7	12%



Engagement

59

Responses

Untitled

Presented by: Karen Heath

Current run (last updated Oct 24, 2021 7:36am)

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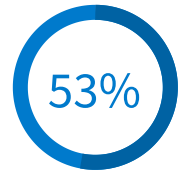
Activities

27

Participants

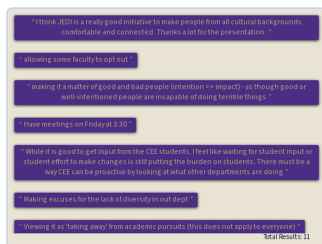
17

Average responses



Average engagement

What Should We Stop Doing for JEDI in CEE?



Responses

While it is good to get input from the CEE students, I feel like waiting for student input or student effort to make changes is still putting the burden on students. There must be a way CEE can be proactive by looking at what other departments are doing

allowing some faculty to opt out

Keep doing what you're doing!

Making excuses for the lack of diversity in our dept

Have meetings on Friday at 3:30

Replace the term underrepresented 'minorities' (URM) with 'populations' in group discussion

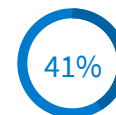
I think JEDI is a really good initiative to make people from all cultural backgrounds comfortable and connected. Thanks a lot for the presentation.

Viewing it as 'taking away' from academic pursuits (this does not apply to everyone)

Viewing it as an optional add on

second "viewing it as an optional add on"

making it a matter of good and bad people (intention >> impact) - as though good or well-intentioned people are incapable of doing terrible things



Engagement

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Responses

What Should We Start Doing for JEDI in CEE?



Responses

Incorporating a JEDI activity that raises awareness of implicit biases

more student training

Unsure if this is possible, but it would be good to do a survey that is anonymous, but also allows users to provide their race/gender identity/other demographic info. I think it would be useful to know how the CEE community feels about JEDI issues in the department broken down by those categories, not just as a whole.

incorporate JEDI action into tenure consideration

+1 on tenure issues/inequity

incorporating topics directly in curriculum

more participation from all faculty

focus on quality of student experiences beyond course evals and incorporate into faculty assessment

Address tenure issues/inequity, etc.

Are faculty trainings that were mentioned mandatory? If not, then maybe they should be.

Gender neutral bathrooms in other buildings

encourage more undergrads to participate

i second faculty participation

increasing faculty accountability

make JEDI a requirement for promotion

no input

Have a strategy around including it in curriculum

resume accepting GRE

centralize student training, reduce redundancy

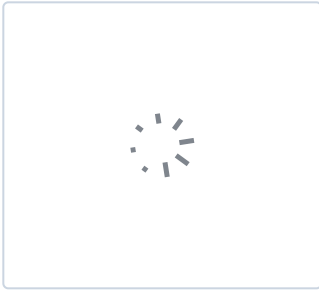


Engagement

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Responses

What Should We Continue Doing for JEDI in CEE?



Responses

more community building activities

having department socials

Publicize metrics on these

town halls

seconding reaching out to experts, including for JEDI content for students in classes

GSAB and USAB participation in department committees

admissions outreach seconded

increase student participation in department governance

having town halls

start: metrics and reporting on them

Town Halls

not considering the GRE for grad admissions

report outcomes on projects

checking in and reflecting on those 3 questions at the beginning of town halls

reward service

JEDI office hours

continue looking outward. No one is expecting us to be experts in equity and inclusion. But there are experts nearby that we can turn to for inputs and suggestions (for \$\$ of course)

admissions outreach

focus on systems (greater emphasis) so when individuals move on, the structures remain

Document and track changes



Engagement

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Responses

