



**ESF Inclusion, Diversity and Equity Committee  
Meeting Minutes  
Friday, March 4, 2022  
11:30am-12:30pm**

**I. Institutional IDE Updates from Dr. Carter:**

- Student inclusion initiatives. Changes to initiative offerings due to personnel changes and LSAMP activity.
- Cluster hires as an initiative uplifted from the Provost's office. Has tie to the mutual success of [PRODIG](#), [LSAMP](#). We discussed an expectation of new hires as trainers/facilitators for anti-discrimination/anti-harassment or anti-implicit bias education.
  - Discussion about instructional support people that may be interested in helping to partner w/a faculty member to mentor a PRODiG or LSAMP Scholar
  - Discussion about a group-mentoring model - a faculty member meeting w/2-3 LSAMP Scholars?
  - Training Promotion and Tenure committees since P&T is built into work allocation.
- Dr. Rivera attended a virtual veteran's conference as supported by the President's office. As of now, not enough people to participate in initiatives that are possible.
- Training schedule complete. Not enough safe zone trainers.
- Anti-bias education discussed.

**II. Louis Stokes Alliance Minority Participation (LSAMP) program Updates:**

Lamp - 25 scholars in the cohort. Small quantities of men of color in LSAMP (and EOP). Twenty students are annually projected as full capacity. OIDE and Women of Color and Men of Color is funding other student scholars to participate who are not LSAMP-eligible. An LSAMP Graduate Student role is funded via the provost office and one is work-study.

Requirements include workshops, meet w/Dr. Rivera bi-weekly and with mentor once weekly, for 15 minutes. Mentor/Mentee Matching form was completed by scholars to pair them with faculty and graduate student mentors. More faculty participant mentors needed. Faculty can sign up to host students in their lab. Each year 20 new students coming in, not enough faculty mentors.

OIDE programming is changing slightly due to the work capacity OIDE is at with LSAMP.

LSAMP Newcomb trip last weekend in March 2022.

III. **Project Inclusion (PI):** PRODiG – discussed tie to LSAMP Mentorship. Leadership has not Completed the [Project Inclusion Resources Inventory](#)

<https://www.esf.edu/ide/project-inclusion/>

IV. **Committee Member Updates:**

**Heather E. - ESF Campus Elevators:** Bray Elevator

- Heather is interested in sharing the recent draft correspondence with her department (located in Bray). Dr. Carter asked Heather to contact Danielle who has the latest draft.

**Josh D.:**

- The society for conservation biology is open to hiring a paid staff position for DEI activities and I have been asked to develop a list of activities that position would be involved in.

V. **Announcements**

VI. **Reference Documents**

- <https://docs.google.com/document/d/1Fe2VdsrJLyER4Ba69UIClDi32fqxlqg2xcaF0GEcY/edit> [IDEC Memo descriptive of members and liaisons]
- <https://docs.google.com/document/d/1SiWd3U9BbXPJwgJKmsoNT7dFF9oi0onwoyh0bZR0vAs/edit> [IDEC Memo descriptive of members and liaisons]