Called to Order at 12:34pm

Items

1. Equity and Inclusion Office Presentation: Diversity Fund
   a. $300,000 this year, $1M in April and $2M ongoing after that
   b. discussions have been held with AMS and GSS
   c. consideration of results from undergraduate experience survey
   d. Kin and Sauder doing well
   e. Trans, LGBTQ, Language barriers not doing well
   f. Today: review of findings
      i. Two categories: Sense of belonging and academic experience
      ii. Tension between focusing just on international students vs. all students
   g. Numerical vs. meaningful retention
   h. Deeper support for the most marginalized international students, consideration of intersectionality
   i. Discrepancy between summarized data themes and facilitated discussion

Strategic Recommendations:

- 2/3 to central services for first three years
  - Diversity in career services - collaborate with excellence fund and vps
  - Scholarly communications for students - collaborate with provost
  - Training for students faculty and staff - all hands on deck
  - Survey on deficiencies in themed areas - project specific

Sustainable, measurable

- 1/3 for call for proposals
  - Ex: faculty member doing curriculum review