D&I Council Meeting

March 10, 2016

Agenda

1. Slogan/Logo Ideas (Myung Bang)

* Since last meeting, the Council down selected the slogan suggestion to 3. These were sent out to all employees to vote. 386 votes were received (wow!), with the winning slogan being “Diverse in Community/United in Science”
* Myung Bang, with some help from Rolf Ent, worked with Media Services (Thanks Joanna Griffin!) and created 3 logos. After some discussion, Choice A page 3 of attached slides was chosen.



* Myung will enter this in the T-shirt Contest

1. Metrics (Steve Smith)

* Steve presented the results our the subteam (Tom Carstens, Jennifer Williams, Mary Logue, Steve Smith – facilitator) meeting on metrics, including the recommended metrics (see attached slide#8) to measure the effectiveness of efforts to raise awareness – Survey, work product of interview panels, and new employee diversity survey with a 1 year follow-up.
* These recommendations were accepted and the subteam will move forward with specific metrics.
* **Action: Schedule meeting to work on metrics (Steve Smith)**

1. Supervisory Training (Rhonda Barbosa)

* Rhonda Barbosa updated the Council on plans for developing a training module for all supervisors on D&I topics (see slide 9). The training is based on the training the Council members received. There will be online “homework” and then a meeting to review. HR is getting ready to start the launch the module. The D&I Council agreed to attend the training on a rotating basis to help in the discussions. HR will schedule members to attend the training. If the member cannot attend, then will get a substitute and let HR know.
* **Action: Schedule D&I Council members to attend Supervisory Training (Rhonda Barbosa)**

1. Integrated D&I (Rolf Ent/Mary Logue)

* Rolf presented the status of trying to add substance to the idea of “Integrated D&I Management (see Slide 10). Core Functions and Guiding Principles were presented, along with implementing examples, and a draft poster that could be used.
* As time was late, Council members were asked to review the slides and provide comment to Rolf and Mary
* **Action: Review slides on Integrated D&I and send comments to Rolf and Mary (All)**

1. Diversity & Inclusion Policy (Rhonda Barbosa)

* A D&I policy has been drafted (see Slide 21) and has been sent to Rolf and Mary for initial review.
* Next steps are to send to D&I Council, then Lab Leadership for review

1. Inclusion Examples (Rolf Ent)

* Rolf showed a few of the Inclusion examples that Council members submitted.
* **Action: Continue to send examples to Rolf and Brandye (All)**