

Agenda/Outline for DEI Meeting

Working with students, faculty, and postdocs in DEES and at Lamont, we have compiled a list of demands to address diversity, equity, and inclusion on our campus.

Goals:

- Briefly summarize past/ongoing DEI actions/initiatives at LDEO
- Outline immediate, short, and long term goals for DEI action at Lamont and DEES
Offer a broad outline/direction for the DEI Task Force, GSC, and other groups
- Discuss timelines and budgets
- Determine where the DEI goals of DEES and LDEO intersect and how to support both
- How do you feel about all of the points above and are there any other DEI goals that have not been addressed?
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Below are immediate, short term, and long term recommendations to address these concerns:

Program or Initiative <i>(LDEO and/or DEES?)</i>	In place now?	When to implement?	Budget	Personnel to move item forward	Next steps
Creating an Inclusive Culture at Lamont <i>(LDEO)</i>	In progress	Immediately	\$50 - 1,000 / event	GSC (Social, Professional Development, and Diversity Chairs) & Kuheli	Create fund(s) for workshops, coffee hours, DEI events, etc.
DEI Compensation <i>(LDEO/DEES)</i>	No	Short term (weeks - month)	\$18,000 (three \$6,000/yr Fellows) \$20/hr for volunteers	Task Force	Create fellowship program; Hourly pay for leading DEI volunteers; Actively incentivize LRP faculty via promotion process
Expanding DEI capacity <i>(LDEO)</i>	No	Long term (months)	Full-time or part-time salary for someone to work with Kuheli	Kuheli	Determine budget for a future hire when hiring freeze is over
Reporting <i>(LDEO/DEES)</i>	No	Long term (months)	If need to hire EOAA/Title IX advisor to craft the	Kuheli, GSC, Task Force	Restart discussion between GSC and Directorate

			reporting structure		
Advertisement, Active Recruitment (LDEO/DEES)	No	Long term (months)	\$15,000/yr	Task Force, HR, Kuheli	Give actionable list to HR & Kuheli
DEES Program Changes (DEES)	No	Short term (weeks - month)	If external seminar instructors must be hired through DEES	Task Force	Remove GRE and GSAS application fee; Creation of new race/environmental justice seminar
Mandatory Trainings (LDEO)	No	Immediately	Only if need to hire an external training company	Task Force	Talking to University Life about currently available trainings and customizing to Lamont community
Lamont Hiring Committee (LDEO)	Yes	Long term (months)	-	Task Force	Create an LRP Hiring Committee focused on URM candidates and inclusion; Include student on committee
Seminar Diversity Initiative (LDEO)	Yes	Long term (months)	\$10,000/yr	Kailani, Task Force	Remove non-budgetary speaker justification requirement; Get seminar diversity website hosted under LDEO, broader impacts
Website changes (LDEO)	Yes	Immediate	This might fall under (expanding DEI funds of a new position)	Directorate, Kuheli, Task Force	Finalize public anti-racism statement; Talk to IT about creating separate page for Task Force; indigenous land statement - increase accessibility