**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? |

Below are immediate, short term, and long term recommendations to address these concerns:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Program or**  **Initiative**  *(LDEO and/or DEES?)* | **In place now?** | **When to**  **implement?** | **Budget** | **Personnel to move item**  **forward** | **Next steps** |
| **Creating an Inclusive**  **Culture at**  **Lamont**  *(LDEO)* | 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** *(LDEO/DEES)* | No | Short term (weeks -  month) | $18,000  (three  $6,000/yr Fellows) | Task Force | Create fellowship  program; Hourly pay for leading DEI  volunteers; Actively incentivize LRP  faculty via promotion process |
| $20/hr for volunteers |
| **Expanding DEI capacity**  *(LDEO)* | 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**  *(LDEO/DEES)* | 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 |