**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 reporting structure | Kuheli, GSC, Task Force | [Restart discussion between GSC and Directorate](https://drive.google.com/file/d/1x2-hhLgtpw2JMCH2crePpO0pQxg5v1CS/view) |
| **Advertisement, Active Recruitment**  *(LDEO/DEES)* | No | Long term  (months) | [$15,000/yr](https://docs.google.com/spreadsheets/d/1AOUvcrltJMBtqOxntkudhV1XBLZ31lwIrHMdwSF-NPo/edit?usp=sharing) | 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](https://www.cc-seas.columbia.edu/OMA/diversityed/sessions) 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](https://kailaniacosta.wixsite.com/ldeoseminars) 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 |