

## DEI Committee Meeting 3/26/21

Members present: Eliza Barkan, Denise Barnes (minutes), Andrea Brocato, Cera Hassinan, Brian Iritani, Vanessa Montoya, Zackari Murphy (Student Chair), Risa Takenaka, Frances Welsh.

1. The committee meetings will continue to be held on Fridays 1-2. If the timing doesn't work, we can review/adjust.
2. Feedback on the recent gathering for the Asian, Asian American and Pacific Islander (AAPI) communities.
  - a. MCB held a gathering on Friday, March 19 in support of the AAPI communities. Nina (MCB co-director) said a few words, Cera (MCB student) led a minute of silence and then opened the space to the AAPI community. One person asked twice for help with 1. talking to her biracial children about racism, and 2. finding a way to get her husband to talk about racism he faces. This started some dialogue, but quickly focused on her situation. Many felt that her behavior was insensitive to the AAPI community.
  - b. While there was positive feedback, there were concerns from students about the facilitation of the gathering.
  - c. A point was raised at the gathering that we should not be holding these gatherings after a tragedy, but we should be having regular spaces for people to come together.
  - d. A priority for MCB should be organizing these gatherings on a more regular basis (possibly monthly) and hiring a trained facilitator for these events/meetings.
  - e. Denise apologized to Cera on behalf of MCB for putting her in a position where she became the moderator. This should not have happened.
  - f. 43 people showed up for the gathering. 38 people remained to the end. There were many individuals from Fred Hutch Global Oncology (non-MCB)
3. Suggestions for future gatherings:
  - a. Organize quarterly or monthly spaces for communities to come together.
  - b. Hire a facilitator for all regular safe space discussions.
  - c. Transparency from the DEI committee. One possibility is to update the website after every meeting. Madeleine's replacement can do this. We should also publicize our meeting minutes.
  - d. MCB should ask what student's need before organizing a gathering such as this. One suggestion would be to send an MCB-wide email with an anonymous feedback box.
4. MCB planned action:
  - a. Andrea and Denise met with Gina Aaftaab in the UW Center for Communication, Difference, and Equity (CCDE) to get quotes for hiring a facilitator. **Action:** Denise to check back in with Gina
  - b. Rolling out antiracism training - 'Interrupting Microaggressions' workshop for faculty, staff, and students in May with a possible debrief workshop for faculty and students together.

- c. Committee was asked for feedback on having a monthly forum/discussion groups/journal clubs/safe spaces.
    - i. As these events are outside the curriculum, is there a way for them to be integrated in the curriculum so that they can attend? PIs are not always supportive of students taking time away from the lab for extra-curricular activities.
    - ii. Could we get something in the contract that says students can have protected time to attend these activities/events.
    - iii. **Action:** Denise and Andrea to bring this suggestion to co-directors.
    - iv. **Action:** Denise will look into providing food at these events.
  - d. MCB will upload the minutes to the website after each meeting.
5. Another suggestion was to have the facilitator lead the DEI discussion at recruitment and help support the DEI committee student representative at the Steering Committee by making sure the student voice is heard. The student representative's role is to bring information to the committee about DEI efforts so that those in power to make changes can do so.
  - a. **Action:** Denise is organizing a meeting for student reps and co-directors prior to the May Steering Committee.
6. Cera asked that we make sure that the correct people in minoritized groups are included in communications. This is something a facilitator might help with.
7. When hiring a facilitator, set up a 30-minute meeting so that students (who want to) can have an opportunity to talk with the facilitator about options for quarterly or monthly meeting spaces.
8. A call for DEI membership will go out soon with a May deadline. Students will have an opportunity to attend meetings before committing to become a member.
  - a. **Action:** Andrea and Eliza will work on the email
9. Ricky Padilla Del Valle is resigning from the DEI committee. The committee will respond to Ricky's resignation and thank him for his service.
  - a. **Action:** Denise and Andrea to draft language for committee review.
10. Andrea asked for some feedback on strategies for getting more volunteers for the Affinity groups. The committee suggested sending a targeted email to the group who were initially interested in facilitating and/or attending (with the recipients in BCC, so as to make sure no pressure is felt).

Meeting ended 3:06pm