

**Fall 2019 Report for OVPD and CHHS funded project:
CHHS Dining *for* Diversity, Equity and Inclusion**

The CHHS Diversity and Equity Advisory Committee (DEAC) organized “CHHS Dining *for* Diversity, Equity & Inclusion” Fall event on Wednesday November 20th 2019. The purpose of this series was to provide opportunities that will help in recognizing how contexts and systems influence behavior. This project was proposed to address CHHS Diversity Goal 3 that focuses to increase recruitment, retention and promotion of marginalized and excluded faculty in CHHS. The 2018 climate survey pointed that CHHS needed to specifically address diversity and inclusion to a greater detail. Employee perceptions were lower regarding supportive environment and retention of diverse employees. These scores were also lower across time (2014 – 2018). Additionally, minoritized participants in the survey had significantly lower responses for supportive environment and retention of diverse employees compared to non-minoritized participants. It is important to understand *why* such perceptions exist. Exploring patterns and structures prevalent in the system will help strategizing future DE&I undertakings.

CHHS Dean Dr. Lise Youngblade encouraged department heads to nominate three to four faculty to attend the dinner. A total of 34 CHHS faculty and staff (including 9 DEAC members) participated in the event. At least three faculty from each department in CHHS participated in the dinner event. A facilitated discussion at each table was done with help of DEAC members. Each DEAC member provided notes taken at their tables. Notes are being analyzed to inform the Spring 2020 Dinner event and the purpose of the event. Spring dinner event tentative date is March 3rd or 4th depending on location availability.

Final report with findings from both dinner events will be submitted at end of Spring 2020.