

May 19, 2021

Attendees (10)

Elizabeth Hoag, Delores Hall, Dana Bjorklund, Charise Reid, Jesse Grant, Brittany Coy, Amanda Shelnut, Dan Cuffaro, Connie Gilbert

New Business

- 1) Summary of racial engagement survey shared by VP of HR & Inclusion, Charise Reid to committee members prior to this meeting. Currently, waiting for the comparative data to become available. The executive summary of the racial engagement survey will be shared with the CIA community at a later date.
- 2) How can CIA prioritize the recruitment of marginalized students, faculty and staff?
 - a) Discuss CIA's current recruitment process to increase efforts to attract diverse talent to the community.
 - b) Would it be possible for CIA to adopt a similar rule as the "Rooney Rule" the NFL has in place?
 - i) ***Rooney Rule - an NFL policy requiring every team with a head coaching vacancy to interview at least one or more diverse candidates***
 - ii) Market CIA's culture of acceptance and diversity metrics potential students, faculty and staff.
 - iii) Share open positions with board members to share in their networks to reach more applicants.
- 3) Adjournment: Meeting Adjourned

Next Meeting: June 16, 2021, 11:15 AM