

Diversity Committee Meeting Minutes
March 18, 2022

Present: Chris Thomas & Andi Eliza-Christie

I. Approved Jan 28 Minutes

II. Review of diversity-related projects and works in progress

- a. Recent Special Topics series – Jack Drescher & Usha Tummala-Narra; Andi let Chris know that Diversity Committee members can volunteer to chair future presentations in the Special Topics series. There are none scheduled at this time.
- b. October 2022 conference – Inviting Usha Tummala-Narra and waiting to hear whether she is available
- c. Master Speakers Series – Reviewed speakers we’re inviting
- d. Journal Club – Discussed the last Journal Club meeting. Andi let Chris know that committee members can suggest a paper and lead a Journal Club meeting if interested.

III: Revising committee name:

Chris and Andi discussed the following options for updating the committee’s name -

- a. Committee for Multicultural (Sociocultural) Concerns
- b. Diversity, Equity and Inclusion Committee
- c. Diversities and Sociocultural Issues Committee

But decided against all three. Chris made the point that “concerns” and “issues” implies a problem, and that we’re not trying to fix problems so much as promoting understanding. Chris and Andi both liked the names: “Intersectionality and Diversities Committee” or “Intersectional Diversities Committee”, both of which will be brought to all committee members at the next meeting.

IV: Caucuses or “Internal advisory groups”

Chris and Andi discussed the possibility of forming BIPOC and LGBTQ+ caucuses at IPI, the first of which was an idea presented initially by Caroline. Chris noted that it would be important to identify the purpose of such a caucus, for example, whether it would be tasked with advising the institute in relevant matters, or primarily intended to create support and visibility for BIPOC and LGBTQ participants and members of IPI. Chris also suggested that we find ways to gauge interest in caucuses, perhaps through questions on conference evaluations or emails sent out to the IPI community. Andi said that a brief survey might be sent out using Survey Monkey. Chris noted that if such caucuses were formed, the Welcoming Committee might be tasked with announcing them at conferences. We discussed various potential benefits of creating caucuses, such as way of communicating IPI’s commitment to diversity, creating more visibility for both current BIPOC and queer IPI members and future participants, creating a space for people to come together who have certain shared cultural experiences not often discussed or

represented in other IPI settings. Andi will email Caroline and copy Chris to follow up about this idea.

Andi will send out a Doodle poll to the committee to schedule our next meeting in May.

Agenda items not discussed:

- V Posting APsaA statements on website and/or emailing to IPI members
 - a. Recent example: Condemnation of Texas attacks on trans kids –
<https://apsa.org/content/apsaa-statement-condemning-texas-governor's-attacks-trans-children-and-their-families>

- VI: Cultural competence/humility training resources
 - a. Whitman-Walker Toolkit (LGBTQI):
<https://whitmanwalkerimpact.org/cc-toolkit/>
 - b. Anti-racism resources
 - c. Additional ideas?

- VII: Inviting more committee members