

Minutes 2.28 Meeting of Task Force:

- Discussion of approach for constructing measurable goals related to the task force work.

Task Force members discussed the following based on our review of the Final Task Force Report on Race and Race Relations (*March 28, 2016*) and efforts to assess which recommendations have gone forward with concrete actions in Arts and Sciences at W&M:

- Report from small group tasked at previous meeting with constructing a list of concerns related to Faculty climate on campus with regard to Diversity and Inclusion (D&I) efforts (Jennifer Bickham-Mendez and Teresa Longo). Discussion of issues of D&I and Faculty Climate regarding academic freedom and other issues.
- Discussion of work regarding the identification of a list of external reviewers to review D&I efforts from our task force and W&M. Francis Tanglao Aguas provided a list of reviewers we can approach to conduct review. Kathleen will discuss these reviewers and process with Dean Conley.
- Discussion of items posted by Logan Chappell and Kathleen Jenkins related to staff climate. Discussion of how A&S might play a role in issues related to Staff climate and issues of concern in the Race & Race Relations Task Force final report.

Larger discussion of how to move forward lead to following approach:

- Members of the task force will review the reports of each of our groups on our BOX folder and attempt to identify overlap in how A&S might approach recommendations of the race task force (2016) related to issues in A&S.
- When the most recent Climate Survey is available (expected asap in March) with A&S information pulled out for our review, we will revisit each of our reports on areas and discuss overlap and/or new concerns.