Agenda for 7-13-2020

While we have a DEI meeting, we will have some bleed over in DEI discussion. In general I feel it’s best for reporting on DEI to happen in this meeting but discussion of DEI issues to happen in the DEI meeting.

1. Big thanks to Andrew for keeping track of meeting minutes! Great job!
   a. Are there DEI meeting minutes that should also be posted? Starting this week there will be!

2. Social update from Justin - upcoming trivia event
   a. July 23

3. Mentorship update from Devi & Ajay
   a. Quick description of the program if applicable
      i. Department has high expectation for program
         1. Leverage to get more legitimacy/funding for the program
      ii. Changes:
         1. Move away from MRS-only to entire MatSci Department
            a. Increased community dev. and broad-scale involvement
            b. Develop mentorship culture in the department
            c. Involve undergraduates3
            d. Increased resources for international students
         2. Mentor program becomes independent of MRS, its own entity
         3. Two-level Program Structure
            a. Everyone in the department
               i. Larger-scale mentorship events
                  1. Faculty/staff involvement?
               ii. Mid-career grad students workshops
                  1. What kind?
            b. Direct peer mentor pairs/groups
               i. Similar to current model, small groups (3-4 people)
               ii. Meet twice per month (coffee+lunch funded by dep)
               iii. Increased buy-in to mentee relationships
                  1. Potential compensation
         4. Regular programming
            a. Kick-off every year
            b. More formal mentorship training (for lvl. 2 mentors)
            c. Monthly panels/discussions (focused around a topic, small groups also based around these topics)
            d. Restructure MatSci Muffins/Colloquium Pizza
               iii. Bruce Clemens may have a better understanding about the scale of funding. Current proposal is near $36,000, which is almost entirely dedicated to food for a variety of events (monthly workshops, monthly coffee/lunch etc.)
                  1. Are we drawing money away from other EDI efforts?
b. Some thoughts on how mentors will interact with first years
   i. Some first-years are already joining labs, since mentees are interested in joining group advice, should we try to connect liaisons or find some way to start early?
   ii. Could potentially disadvantage students who are not as proactive
   iii. Suggested: Open house/office hours for each lab
   iv. No liaison involvement planned by department until August

  c. Do we want to use trivia as a way to pitch the new MatSci mentors program?
  d. What involvement are we looking for from MSE members?

4. Recruitment!
   a. Need a treasurer to support Patrick
   b. Need a masters student for professional development (sorry to see Shayta go!)
   c. Would like someone to help me run lunch with professors
      i. In a COVID world, considering food vouchers.
      ii. Suggestion: More frequent events, even smaller groups

5. Quals panel update
   a. Some first years are taking quals early-late september
   b. This probably makes now-ish the right time to do the quals committee
   c. Mehrdad will take the lead - Ajay, and maybe Emma, Justin, Devi will be on it?

6. DEI updates
   a. Meeting with Will & Sarah
      i. Discussed how admissions worked
         1. Department is effective in implementing holistic review process
         2. Limited initiative/success on recruiting underrepresented groups to apply to Stanford and lowering energy-barrier of admissions
         3. Diverse group websites attract diverse applicants
         4. Discussion on application fee: BioE recruited at events with large underrepresented groups, gave vouchers, still limited applicants
         5. Continued presence is essential
   b. Letter to department
   c. Black STEM in the Ivory

7. Incoming first year engagement with groups
   a. Touch base w/ various groups

8. Should we use Slack? (discuss next week)