

From: [Jennifer L Noyes](#)
To: [Jennifer Mnookin](#)
Subject: Any Thoughts? Meeting Tomorrow
Date: Sunday, August 20, 2023 5:43:46 PM
Attachments: [EDI Questions from Jay Combined and Reorganized to Align with Presentation.docx](#)
[image001.png](#)

Chancellor –

I am not sure if you have looked at the questions Jay sent out in the packet of materials in re: the meeting tomorrow morning. (For my part, inclusive excellence is the direction I believe you want to go. But everyone who works in this area does not below in “student success” because – at least on our campus – inclusive excellence is also about faculty and staff. I am concerned that this concept gets lost in the framing that Jay has presented.)

Anyway, I am pretty comfortable with most of this.

The one question is if you think the chancellors should be aligned on a set of principles relative to DEI and how we articulate those principles.

Thanks.

Jennifer

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Discussion Questions

- Given political landscape and legislative decisions, do we need to refer to EDI as something else (e.g., “inclusive excellence”)?
 - Should we change the titles of our diversity personnel?
 - Should we have greater clarity on the EDI numbers provided to the legislature?
 - Should we reorganize and place EDI staff into student success areas?
 - At what stage do we compromise our principles relative to reevaluating EDI?

- On a system-wide basis, we have not had much success in increasing the percentage of URM students or closing the retention and graduation gaps for URM students. In that context, should we be reevaluating what has and has not worked?
 - What are we doing well? Where are the voids? Are there benchmarks to determine whether efforts are effective? Are efforts aligned with strategic aims?
 - In what ways are the critics of EDI correct?

- How do we approach EDI goals in light of Harvard/UNC?

- Do the chancellors need to be aligned on the approach moving forward?
 - Are there a set of principles we can agree on relative to EDI?
 - How do we articulate those principles?

- What role can/should UWSA play in all of this given that most of the work/staffing is at the university level?