

COSAM Accountability Committee Meeting Summary
March 23, 2022

In attendance- Kimberly Mulligan, Courtney Leisner, Steph Shepherd, Melissa Halford, Melinda Lanus, Vanessa Falcao, Wendy Hood

1. Department Updates:

- a. **Mathematics and Statistics-** OurSTEMstory, Coded Bias- Humanity vs. Machines, took place on March 16th and 17th. March 16th was a guided discussion of the movie and March 16th was a panel discussion featuring Dr. Christopher Harris (Auburn University), Dr. Jesmin Khan (Tuskegee University), and Dr. Candice Lanus (University of Alabama Huntsville). Over the course of both events, there were 46 attendees.

i. Successes:

1. The panelists were passionate, and the audience was very engaged.
2. Dr. Khan mentioned that she had not considered some of the things that were discussed when she was teaching her class and is planning to incorporate some of these discussions when she teaches.
3. COSAM would like to build mutually beneficial relationships with our counterparts at Tuskegee and we hope that Dr. Khan will be able to assist us in beginning some conversations.
4. Chelsea, an undergraduate in DBS, helped with updating the website, getting information out on social media, etc.

ii. Opportunities for Growth:

1. We would love to see increased participation in these events. We would like for the host committee to have an opportunity to present the event at a faculty meeting and make sure Chairs are encouraging faculty to participate.
2. Melinda had a great suggestion of thinking how each of the professors that teach a subject matter that is closely aligned with the topic can incorporate the event and learning materials into their syllabus and include the event as something that students attend as part of their grade.
3. We could create a PowerPoint that outlines why the event was created (Ashley has done this and it can be adapted) and its implications on the subject matter being discussed
4. We understand that our undergrads cycle out and the technical side can't depend on 1 person. We need to have Chelsea create an OurSTEMstory tutorial for all things that dela with advertisement, social media, that can be shared with the department that is hosting the event.

iii. Geoscience will host OurSTEMstory in the fall.

- b. **Chemistry-** Vanessa Falcao and several students will be visiting 2 schools in Montgomery to discuss careers in chemistry and opportunities available to students in COSAM: Lanier High School for the Women in Science event and Brewbaker Technology Magnet for Tech Time. Both schools have a high population of students from historically excluded groups in STEM

- i. Many faculty are doing things that contribute to DEI without even being aware. We would like to include examples of what that could look like under each heading (such as incorporating active learning into your teaching to accommodate for students that may learn differently).
 - ii. Courtney is asking the members of the committee to provide possible questions and examples of what this could look like.
 - c. Once this is completed by DBS, we would like to see it incorporated into all the COSAM departments and the college-level tenure and promotion committee.
 - d. Additionally, individuals doing this work want to make sure that COSAM leadership understands and values their contributions.
- 4. Upcoming Events:
 - a. **SUCCEED Conference, April 4th**- A career event for graduate students to showcase pathways to non-academic jobs in STEM.
 - b. **Sassaman Lecture, April 4th**- lecture series established to bring distinguished speakers from historically excluded groups, with a focus on women, that will enhance the growth and development of the COSAM community.
 - c. **Tyrone Hayes, April 14th**- From Silent Spring to Silent Night; Distinguished professor who also pinned a letter about what it means to be black in the Ivory Tower

Next Meeting- April 20, 2022: Physics will be presenting.