

**Philosophy Department Climate Committee
Minutes, February 16, 2016.**

All members of the committee were present.

We met primarily in order to discuss two items: (a) ideas about how the Climate Committee could productively participate in the recruiting of prospective graduate students, and (b) Jim Sterba's idea for a "best practices" workshop.

In regard to recruitment, we decided on the following plan:

- The Chair of the Climate Committee (Mike Rea) will participate in the "Welcome Reception" and encourage prospective graduate students to ask whatever climate-related questions are on their minds either in their informal conversations with current graduate students over the course of their visit or at the meeting wherein current and prospective graduate students will have the opportunity to discuss (without faculty present) whatever questions about the graduate program the prospective students might have. He will also encourage prospective students to bring any climate related questions to him if they so desire, or to other members of the Climate Committee.
- There will be some sort of gathering for women faculty and women graduate students (both current and prospective) that will not be specifically dedicated to climate issues but which will partly serve the purpose of allowing women to ask climate-related questions in a women-only context.
- As noted above, there will also be a general meeting for current and prospective graduate students wherein climate-related questions can be asked without faculty present.
 - It was noted that we should avoid "hand-picking" graduate students to attend this session, since it is both in our interests and in the interests of our prospective graduate students to allow for open and honest discussion of these issues.

In regard to the "best practices" workshop, we decided on the following:

- It would be good to develop an annual series of "best practices" workshops, with each workshop focusing not so much on a *list* of best practices for improving climate but rather on some specific practice that we might cultivate or develop or improve upon in our department.
- The first workshop will focus on ways of improving representation of women and minorities on syllabi.

- Preparation for the workshop will begin this semester, but the workshop will likely be held sometime in the Fall. By the time of the APA site visit in September we would like to at least be able to say that we have gathered statistics on the representation of women and minorities on departmental syllabi, have prepared the agenda and much of the content for the workshop, and have the workshop on the calendar and already well-publicized.
- The workshop should somehow be held in conjunction with or as an explicitly advertised supplement to the regular TA-training that our graduate students receive.