

**Climate Committee Meeting Minutes**  
**March 25, 2019**

We met in Malloy 107 at 11am, March 25, 2019. Present: Paddy Blanchette, Sara Bernstein, Curtis Franks, Sebastian Murgueitio Ramirez, Jamee Elder, and Haley Dutmer.

We briefly talked about the optional meeting held earlier this semester for graduate students to hear the results of and ask questions about the 2018 Climate Survey. Turnout for that meeting was very low, and it was suggested that perhaps we might get better turnout for a meeting to discuss some of the concerns about graduate student mentoring that emerged from the 2017 and 2018 surveys. We do not as yet have that meeting scheduled, but we hope to set a definite date for it sometime soon.

We briefly revisited an idea from our September meeting—namely, to have an email sent to everyone shortly before each semester begins to communicate something about the importance of diversity on syllabi and to offer some helpful resources (e.g., links to the “Up Directory”, and syllabus resources on the APA Committee on the Status of Women website). This has not yet been implemented, but we hope to implement this for the fall 2019 semester.

We discussed a few climate-related issues that have been brought to our attention over the past several weeks. The main action point that emerged from this discussion is to try to carve out some time at the beginning of each year (probably during the department’s “Adventure Day” activities) for someone from the Climate Committee (probably Paddy, at least next year) to talk with graduate students about various kinds of behavioral norms and expectations that are generally known to be important for fostering a healthy departmental climate.

The bulk of our time was devoted to discussing the results of the 2019 Climate Survey, which concluded on March 18. Mike Rea will prepare a data summary and circulate it to the Climate Committee for approval, after which we will find a time (possibly later this semester, but more likely in the fall) to share the results with the department in the ways we have previously done.