



VCRGE Equity and Diversity Committee Meeting

Date: Thursday, April 14, 2016
Start/End Time: 2:00 – 3:30 PM
Location: 52 Bascom Hall

Attendees:	Members:	PRESENT	ABSENT
		Kory Breuer – WID	
	Susan Carpenter – Arboretum		o
	Wayne Davis – Biotech		o
	Rebekah Franklin – RARC	x	
	Isabelle Girard – Biotron	x	
	Tina Gislason – WIPAC	x	
	Toni Gunnison – UW Press	x	
	Darrell Hamilton – PSL, Chair	x	
	Deborah Hartley – Primate Center	x	
	Sheila Hayden – Institute on Aging		o
	Jim Haugen – WIPAC		o
	Marchel Hill – Molecular Virology	x	
	Julie Karpelenia – VCRGE		o
	Daniel Kleinman – Graduate School		o
	Anne Moser – Aquatic Sciences Center	x	
	Mary-Butler Ravneberg – Graduate School		o
	Jessica Skarlupka – Cell & Molecular Biology		o
	Maria Vasys – SSEC	x	
	Mark Wegener – Arboretum	x	
	Choutae Yang – Waisman	x	
Meeting Purpose/Outcomes:			
Scribe	Isabelle Girard - Biotron		
Pre-meeting Preparation:			

----- Minutes ---

AGENDA	WHO
<p>Welcome: The meeting was called to order at 2:03</p>	<p>Chair</p>
<p>Review and approval of March 2016 minutes. Minutes were reviewed and approved (with 2 changes).</p>	<p>All</p>
<p>1. History of Equity and Diversity Committees Ruby Paredes Assistant Vice Chancellor and Interim Associate Vice Provost for Diversity and Climate Division of Diversity, Equity and Educational Achievement</p> <ul style="list-style-type: none"> a. background of EAD structure – a review of Faculty Document 1505 Motion from the University Committee Regarding Equity and Diversity Committees (1 May 2000) [handout] b. important to note that the duties were outlined to include, but not limited to... (see p.1 of Faculty Document 1505) c. effort of Equity and Diversity Committees goes further back than the 2000 motion – there were two EAD in the School of Education and the School of Library and Information Sciences in the 1970s. The concerns at that time were pay equity (gender), exit interviews, and with a faculty and staff focus. d. Division of Diversity, Equity and Educational Achievement (DDEEA) became an entity in 2010 during the tenure of Damon Williams e. the Vice Provost of Equity and Diversity is the Chief Diversity Officer with both internal and external reach – the Vice Provost works closely with different units, knowing each is independent in its approach to E&D issues: see the VPCDO Organization Chart [handout] f. DDEEA runs a number of programs, including PEOPLE, Posse Scholars, First Wave, and others: see the Functional Structure of the VPCDO [handout] g. the Office of the Vice Provost and Chief Diversity Officer is the compliance office that ensures compliance with Department of Education requirements and regulations h. central staff of the Office also coordinate Annual Diversity forum and other campus-wide events <p>2. QUESTIONS for Ruby</p> <p><u>With multiple efforts, how does the CDO keep track and know how things are going?</u> Ruby: The Office of the VP and CDO provides centralization, and attends meetings and</p>	<p>All</p>

provides coordination.

What about sharing of best practices? What are the bottlenecks for information sharing?

Ruby: A major project underway right now is a University-wide statement on diversity to address this bottleneck. This "REEL Change" document outlines the implementation plan. REEL = Retain. Equip. Engage. Lead. For Diversity and Inclusion. A link to the REEL report and presentation can be found on the Diversity Framework website at <http://diversityframework.wisc.edu/documents.htm>

Could we be more centralized? We're still struggling with some challenges and maybe a top-down approach would be more effective.

Ruby: There is a long history of effort, and the issues present an ongoing challenge. There is progress and also setbacks. At times it is discouraging, but there are many people of goodwill and optimism to continue making progress. The Office provides coordination but can't have responsibility for all of campus, so independent efforts are required.

How can EAD chairs meetings be more helpful?

Ruby and group: Post meeting minutes and outline action steps; provide more direction and be more goal-oriented.

What should we be learning about and talking about with faculty and staff?

Ruby: Important issues are equity in hiring and retention – HR resources are key. Luis Pinero can help with searches and for screening committees. People can also identify issues and tell the deans or directors.

What information is given to students with regard to expectations of respect and tolerance?

Ruby: Some guidance is provided through SOAR and other venues – see the Chancellor's open letter that indicates that multicultural training will be important.

<https://chancellor.wisc.edu/blog/an-open-letter-to-the-uw-madison-community/>

The Chancellor is also soliciting proposals to improve the campus climate. A committee will review proposals and provide feedback on which may be implemented.

The group thanked Ruby for her helpful history and perspective.

3. Should the VCRGE EAD submit a proposal? Discussion ensued:

- develop an Equity & Diversity 101 / online training
 - sponsor roundtable lunches / brownbag lunches
 - read a book / invite a speaker to centers or just to EAD
- > interested members could meet next week to outline proposal to submit
> try to develop one that we could achieve even if it were not selected by Chancellor's

group

4. Approval of March 10, 2016 minutes with small changes:

- Date from draft minutes was incorrect.
- Deb did not contact a person about mentoring but did send an email and will follow up if needed.

5. Annual Diversity Forum will be only for 1 day instead of 2, Darrell thinks. Notes still refer to a 2-day event but this may need to be updated.

Next meeting agenda items: Share ideas for Chancellor's selection via email to EAD group, then meet in person next Thursday (April 21) if available – more details to come.	All
Adjourned at 3:37pm	
NEXT MEETING: May 2016	All
Future minutes: Wayne Davis, BioTech?	