



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**VCRGE Equity and Diversity Committee Meeting**

**Date: Thursday, August 11, 2016**

**Start/End Time: 2:00 – 3:30 PM**

**Location: Mem. Union Terrace**

Attendees:	Members:	PRESENT	ABSENT
		Kory Breuer – WID	
	Susan Carpenter – Arboretum		o
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC		o
	TBA – Biotron		o
	Tina Gislason – WIPAC		o
	Toni Gunnison – UW Press	X	
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center		o
	Todd Forsythe – 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
	TBA – Lab. Cell & Molecular Biology		o
	Maria Vasys – SSEC		o
	Mark Wegener – Arboretum	X	
	Choutae Yang – Waisman	X	
Meeting Purpose/Outcomes:	Celebrate last meeting for outgoing Chair, Darrell. Welcome Toni as our 2016 Chair.		
Scribe	Marchel Hill – Institute for Molecular Virology		
Pre-meeting Preparation:			

----- Minutes ---

<b>AGENDA</b>	<b>Marchel</b>
<b>Welcome:</b> The meeting was called to order at 2:10	Chair
<p><b>Review and approval of July 2016 minutes.</b></p> <p>Minutes were not sent. There is not a quorum of members so will leave for Sept. meeting.</p>	All
<p><b>1. How do we get replacements added to the committee?</b>            Marchel looking to fill the vacancy on the committee with Jessica leaving. I have approached the CMB coordinator replacement Lauren Weitkamp. She is interested in coming to the meeting. Other members think the process should be more formal. So I will contact Julie to get Lauren officially added to the committee.</p> <p><b>2. Review of other members who have left the E&amp;D committee.</b>            Isabelle Girard from Biotron has taken a new position as Director of the Office Campus Resource Core. Congratulations to Isabelle for the promotion. That now leaves two slots open. LCMB and Biotron. Anne will check to make sure the website reflects the change in members that are no longer on the committee.</p> <p><b>3. Status of All campus survey</b>            Darrell contact Jackie Scott about update of the rollout. No response yet. It is on hold for now. Maybe they will start with students first and staff later. Hope to have someone from that office to let him know where in the timeline is the survey at.</p> <p><b>4. Any news on the Chancellor Initiative that the E&amp;D group sent in a proposal.</b>            Only information is that they had great input from campus with over a 100 proposals sent in. Just check the site today (9/7/16) and there is a pdf on campus climate. Note: I have attached to the end of the minutes for you to read. Here is the website- campusclimate.wisc.edu.</p> <p><b>5. Should we begin work on Center's Annual reports.</b>            With all the changes that have happen on campus over the last four years, we have not had an updated report since 2012. We should begin the process by reviewing the last report made which is on the committee's website. After reviewing the current version of the report, we need to send Peggy a copy to have Marsha send it out to the Center Directors. It would be nice if this could be tied into to coincide with the November Diversity Forum. Might get better response from center's.</p> <p><b>6. Diversity Forum to be held on November 1<sup>st</sup> – registration is open.</b></p> <p><b>7. Darrell is stepping down as chair of the committee.</b>            With great sadness, we accepted the decision of Darrell to leave the chair position. He will continue on as PSL's representative. We thanked him for his leadership and we all understood the challenges of balancing all the various work/committee tasks. Meeting at the Terrace was a great way to enjoy his last official chair duties.</p>	All

<p><b>8. Toni Gunnison has been appointed the new chair for 2016-17.</b> Toni has accepted the appointment as Chair and officially will lead our September meeting. Looking forward to continuing the effort that Darrell has started as well as seeing what other areas we might be able to improve. We have room 52 in Bascom Hall scheduled as our meeting room for the year.</p> <p><b>9. Meeting talking points -</b> Encourage committee members to pass on relevant information to others at your centers. Example to let people know when the campus survey will begin and explain the importance of everyone contributing to the process.</p> <p>Remind center about Diversity Forum. Members should try to attend some part of the event.</p> <p>UW Roundtable with Vice Provost for Diversity Patrick Sims will be the speaker. - How to Keep on Moving...Forward, Wednesday, October 12, Registration Link: <a href="http://go.wisc.edu/0411ep">http://go.wisc.edu/0411ep</a></p> <p>Takeaways – make sure we have for each meeting. Have someone format in a way that can be sent out to VCRGE HR reps and then posted or sent to employees. Create a Twitter hashtag and post?</p>	
<p><b>Next meeting agenda items:</b> Review and approve July/August minutes. Old box of Esther &amp; Molly's E&amp;D stuff. Mark will bring the box in for Darrell. He'll have grad students scan.</p>	All
<p><b>Adjourned at 3:55 pm</b></p>	
<p><b>NEXT MEETING: October 13, 2016</b></p>	All
<p><b>Future minutes: Rebekah Franklin, RARC</b></p>	



## CAMPUS CLIMATE PROGRESS REPORT – FALL 2016

*In March, Chancellor Blank announced several initiatives aimed at ensuring UW–Madison provides a welcoming environment that enables all students, faculty and staff to thrive. These efforts build on work begun through the campus Diversity Framework and its implementation plan, R.E.E.L. Change.*

*The events of the past year alone demonstrate the urgent need for our next generation of leaders to be equipped with the skills to build stronger, more interconnected communities within our state, nation and world. Helping students live and work effectively in a diverse community is a central part of our educational mission.*

*Since spring, individuals and groups from across campus have embraced this challenge and devoted significant time and energy to moving the campus forward. We're excited to share the progress we're making on these projects. For more information on these efforts, visit [campusclimate.wisc.edu](http://campusclimate.wisc.edu).*

### **Educational experiences and resources for students**

#### **INCOMING STUDENTS**

A new community-building program, Our Wisconsin, will bring together up to 1,000 new students from several residence halls this fall to engage in constructive dialogue about social identities, difference, and techniques to resolve conflict in a civil manner. We will evaluate the results of this pilot program, implement improvements, and expand the program next year.

#### **PRE-ARRIVAL MATERIALS**

All incoming freshmen received a weekly email over the summer with a reading or video about issues related to inclusion and community; new student orientation (SOAR) offered an expanded curriculum around inclusion and diversity.

#### **BLACK CULTURAL CENTER**

The university is creating a Black Cultural Center in the Red Gym, a location that allows for natural connections and synergy with the Multicultural Student Center. A committee of student leaders, staff and faculty will spend time this fall planning the use of the space and programming for the coming year.

#### **TEACHING ASSISTANTS**

Inclusivity and diversity are major themes in TA training this year, including panel discussions and scenarios that address those issues directly. The College of Letters & Science is also developing a community of practice for faculty and staff who train and supervise TAs and the first theme will be helping TAs understand these issues.

#### **INTERNATIONAL STUDENTS**

In addition to ongoing efforts to welcome and orient international students, we will pilot a new opportunity for students to discuss cultural understanding, share experiences, ask questions in a supportive environment, and learn about inclusivity and other campus values.

#### **INCREASE CAPACITY OF HIGH-DEMAND ETHNIC STUDIES COURSES**

The College of Letters & Science is increasing capacity in high demand Ethnic Studies courses to meet the needs of the student body. Faculty from multiple ethnic studies departments are working across disciplines to co-create a new course to be launched next year.

#### **REVIEW ETHNIC STUDIES REQUIREMENTS**

The College of Letters & Science is reviewing all courses in the Ethnic Studies curriculum to ensure they fit the mission of the Ethnic Studies requirement.

[campusclimate.wisc.edu](http://campusclimate.wisc.edu)