

**Graduate School
Equity and Diversity Committee Meeting Minutes
February 26, 2009
2:30pm, 350 Bascom Hall**

Present: Marchel Hill ((Molecular Virology), Joe Bisognano (SRC), Wayne Davis (Bio-Tech), Gayle Love (Institute on Aging), Michelle Holland (Molecular Biology), Esther Olson, Patricia Mitchell (Waisman Center), Terri Wipperfurth (IceCube), Karen Aune (PSL), Barry Standorf (Animal Resources), Russell Schwalbe (UW Press), Tina Yao (Aquatic Sciences), Peter Vanderveer (Biotron), Julie Karpelenia (Graduate School) Kate Kaminski (Primate)

Absent: Susan Cook (Graduate School), Molly Fifield-Murray (Arboretum), Jean Phillips (SSEC), Maya Holtzman (Graduate School)

Convened: Esther Olson, Chair, convened the meeting at 2:35pm.

Minutes: Changes to minutes of November 13, 2008 not yet sent to Barry Standorf. Minutes of January 8, 2009 meeting were approved with one spelling change from acclimation (physiological adjustment) to acclamation (voice approval without formal vote).

Announcements: None.

Scribe: Joseph Bisognano

Agenda Additions/Changes: None.

Action Items: None.

Reports:

Since Molly Fifield-Murray was absent, Esther will query Molly by email on whether the recruiting information is online.

Discussions:

1. February 19th Activation Forum and Reception

Many views were presented on the nature and efficacy of the event. Some comments noted:

- Only two speakers were students; disappointing.
- Agenda wasn't consistent with some previous announcements.
- Some speakers were missing.

- Overtures by Esther for meeting with our committee and vice provost were again rebuffed.
- Talk by Vice Provost Damon Williams gave a broad brush stroke view of his mission
 - Said there are many university groups addressing diversity issues, but with lack of cohesiveness.
 - No specific activities were presented; no specific actions by committees were encouraged.
 - But regular meetings by him and committee chairs are expected
 - Another view: he is not looking to just structural change, but also cultural change, so his work may take longer than to just revamp organization. Without cultural change, structural change is easily derailed. Student issues are easy when compared to dealing with staff and faculty issues.

2. Directors' Meeting

Much discussion of what to do at a Directors' meeting and what should be topic. Inviting Damon Williams was proposed; but folks wondered about what he would say. Suggested to have Martin approach him. It was concluded that in all likelihood it is too late to have such a meeting this year. Suggested that by this fall (September?) there would be something more concrete that Provost Williams could present the center directors. Esther will talk to Martin about this. Maybe Esther, Martin, and Damon can meet before to scope something out. Likely to be some campus wide initiative by then.

3. Next Steps

Consensus reached that we as a group need to go ahead with our plans while we wait for action from Vice Provost. After much discussion, activities should focus half on what we had laid out earlier and half on cultural transformation. Immediate actions would include subcommittee meetings to get reinvigorated and reading of some of the documents handed out at the February 19 forum.

4. Membership

Julie K. pointed out that the term expirations as presently laid out will cause a mass exit in 2010. Seems that "term staggering" was not done and should be done at the next full committee meeting.

5. Terry Wipperfurth got us some extra hard copies of forum materials and arranged for us to be sent website for same.

6. Espionage presented, but it's secret so I can't write it here.

Action Items:

1. The March meeting time to be devoted to subcommittee meetings. Chairs should prepare summaries for presentation to full committee in April.
2. Individuals should read some of the material handed out at the February 19 forum and be prepared to discuss in the hope of formulating some concrete action, such as meeting with someone from Quality Group about something concrete.
3. Agenda for April meeting should include subcommittee reports, discussion of handouts, and term staggering of membership

Next Meeting (of individual sub committees)

Date: March 12, 2009

Time: 2:30 – 4:00pm

Location: Places to be determined by subcommittee chairs

Next Full Committee Meeting

Date: April 2, 2009

Time 2:30- 4:00 pm

Location: Room 350, Bascom Hall

Adjourn: The meeting adjourned at 3:45pm.