

Graduate School Equity & Diversity Committee Meeting Minutes

Bascom Hall Rm. 350 @ 2:00PM

Thursday, February 14, 2013

Present:

Molly Fifield-Murray (Chair) – Arboretum  
Anita Herrick – Ice Cube  
Anne Moser – Aquatic Sci Center  
Chris Moore – SRC  
Daniel Kleinman – Grad School  
Darrell Hamilton – PSL  
Eric Thompson – SSEC  
Joanne Brown – Primate Center  
Mary-Butler (MB) Ravneberg – Grad School  
Rebekah Franklin – RARC  
Sheila Hessman – Institute on Aging  
Toni Gunnison – UW Press

Absent:

Julie Karpelenia (*ex. Officio*)  
Marchel Hill – Molecular Virology  
Michelle Holland – Molecular Biology  
Russell Schwalbe – Grad School  
Wayne Davis - BioTech Center

Scribe:

Terri Peck – Waisman Center

Notes:

1. Meeting called to order at 2:00 pm by Molly Fifield-Murray.
2. Minutes from the December 13 meeting were approved with the following changes: Daniel Kleinman was present at this meeting; section 3 b. add “been” to this sentence (In the past employees have not been part....); section 3 g. change college to school. Chris will make changes to the minutes.
3. No additions to the agenda.
4. Announcements: No announcements.
5. Topic – Review 2011-12 Equity and Diversity Report for action items:
  - Some members expressed concern that the Center reports to the Dean may be more optimistic than what committee members at the centers observe. Perhaps it would be appropriate for the E&D committee members to see the actual report from his/her center. Plus a conducting a Grad School-wide, climate survey may assist in verifying the reports.
  - Networking with other similar committees/initiatives across campus may be advantageous.
  - Inviting Adin Palau from OHR to speak to the committee and GS Human Resources staff may be appropriate. Molly will check with Julie regarding this.
6. Topic – Review mission: the mission was read aloud and reviewed. The word training should be added to the mission (see action items).

7. Topic – Review goals: Discussion regarding center E&D plans; compare Center plans at a future meeting.
8. New Business – Vice Chair of this committee: The duty of the Vice Chair is to run the meeting if Molly is absent plus take over the chair position in 2014.

### **Talking Points**

#### **Action Items**

1. Determine whether to conduct a climate survey (possible Grad School wide) as one of the committee's goals for this year; perhaps obtain Director's input—check with Martin
2. Send individual Centers E&D reports to committee members who have not seen or reviewed prior to submission.
3. Develop and implement ways for the committee to network with other similar committees across campus. Darrell volunteered to investigate and report on the number and names of E/D committees on campus. Investigate levels of possible duplication with other committees.
4. Molly will check with the Dean to see his thoughts on the recent E/D report.
5. Molly will check with Julie Karpelenia regarding having Adin conduct a training session.
6. Change mission statement to: "The Graduate School Equity & Diversity Committee (GSE&D Committee) will provide leadership, training and direction to the Graduate School Centers and Institutes as they integrate equity and diversity initiatives into their work environments."
7. For our next meeting, please review and bring your center E&D plan to our next committee meeting for discussion as well as viewing your Center's E&D report (if you have not done so already). Also if you have an internal E&D Committee, please bring your committee's charge to this meeting.
8. Review first page of website—possible improvements to first page. Anne will send website handout/inventory for next meeting

#### **Next Meeting – March 14, 2013 at 350 Bacom Hall**

1. Agenda items
  - a. Review of center E&D plans and Centers' E&D committees' charge
  - b. Climate Survey
  - c. Report on Campus E&D Committees and ways to connect
  - d. Professional Development Subcommittee—report on survey
  - e. Discuss what else we should be doing to inform Centers of relevant issues. Review best practices and toolkit and think about best way to share
  - f. Review first page of website
  - g. Nominations for vice chair

Adjourned: 3:20 P.M.