

GRADUATE SCHOOL EQUITY AND DIVERSITY COMMITTEE MEETING MINUTES

Thursday July 16th , 2009 ▪ 2:00 p.m., 350 Bascom Hall

Present:

- ✓ Susan Cook (Graduate School)
- ✓ Wayne Davis (Bio-Tech)
- ✓ Molly Fifield-Murray (Arboretum)
- ✓ Sarah Florino (Ice Cube)
- ✓ Carey Hannan (RARC)
- ✓ Darin Harris (facilitator)
- ✓ Sheila Hessman (Institute on Aging)
- ✓ Marchel Hill (Molecular Virology)
- ✓ Michelle Holland (Molecular Biology)
- ✓ Kate Kaminski (Primate Center)
- ✓ Kathleen Kline (Aquatic Sciences)
- ✓ Terri Klouise (Aquatic Sciences)
- ✓ Gayle Love (Institute on Aging)
- ✓ Patricia Mitchell (Waisman Center)
- ✓ Esther Olson (Committee Chair)
- ✓ Kristin Pernic (PSL)
- ✓ Russell Schwalbe (UW Press)
- ✓ Barry Standorf (Animal Resources)
- ✓ Peter Vanderveer (Biotron)
- ✓ Denise Weidner (Primate Center)
- ✓ Terri Wipperfurth (Ice Cube)
- ✓ Tina Yao (Aquatic Sciences)

Absent:

- Joe Bisognano (SRC)
- Maya Holtzman (Graduate School)
- Julie Karpelenia (Graduate School)
- Jean Phillips (SSEC)
- Karen Aune (PSL)

Call to Order: Esther Olson, Chair, convened the meeting at 2:30 p.m.

Welcome new members – Denise Weidner and Carey Hannan

Minutes: Approved as written

Announcements: None

Scribe: Kate Kaminski

Agenda Additions or Changes: None

Discussion Items

1. Welcome, Agenda Review and Guidelines

Esther welcomed Darin and had the committee go around the table and introduce themselves. Esther noted that Dean Martin Cadwallader would be stopping by the meeting around 3:15 pm to review our progress and comment on our agenda for the Director's meeting.

2. Center Director Meeting Structure (Purpose/OUTCOME: To draft a structure for the Fall Center Director's meeting.)

Darin asked the committee – What do we want to get from the meeting?

- Hold Directors accountable
- Keep Directors engaged
- Understand the importance of equity and diversity within their workplace.

- Ask for their help to achieve the goals of the committee
- Raised awareness
- Meeting relevant enough that it warrants their time and attention
- Give Director's some tools to use

PURPOSE OF DIRECTOR'S MEETING

- To make equity and diversity a higher priority in Centers and hold directors accountable for equity and diversity goals.

OUTCOME OF MEETING

- Commitment to one of the recommended best practices by directors
- Raised awareness of equity and diversity
- Demonstrate how Grad School is consistent with campus equity and diversity goals
- Feedback from Directors and commitment

AGENDA TOPICS

There was a lot of discussion regarding Damon Williams and if the committee wanted to have him present his action plan at this meeting. The committee decided in the end that we should not have Damon speak because we do not know what his action plan is and it might cause some problems. We will invite Damon to the Director's meeting and try to get in contact with him before the meeting to ensure we are on supporting his initiatives. Committee agreed that this meeting was for us to connect with the Directors and let them know what we are and have been doing.

Established agenda items:

- Ice Breaker/opening activity (dollar bills) Money is something we thought all the Director's would be able to relate to.
- Presentation on what the committee has been doing – List of best practices, web site, survey, recruiting tools
- Present practical examples/case studies,
- Feedback from Directors – what would they like to see us do? What could this committee do to help them?

4. Preparation

We want to get the Directors thinking about the topic of Equity and Diversity before the meeting. Martin will send out the list of Best Practices (committee will get this down to 1 page) with his invitation to the meeting. Martin will ask the Directors to think about 1 item on the list that he/she is willing to commit to or to have their own action item that is more appropriate to their Center/Unit.

5. Action Items (bring drafts to next meeting):

1. Esther will develop an agenda for the Director's meeting in October

2. Molly will review space availability at Arboretum Visitor Center (aprox. 50 people)
3. Group will develop a 1 page "Best Practices" document will be developed
4. Esther will work to meet with Dammon to make sure our plans support the campus wide initiatives
5. Kate will work on ice breaker
6. Case Studies - TBD

Meeting adjourned: 4:00 p.m.

Next meeting:

Date: Thursday, August 20, 2009
Time: 2:30 – 4:00 p.m.
Location: Room 350, Bascom Hall
Scribe: Unknown