

<b>VCRGE Equity and Diversity Committee Meeting</b>			
<b>Date: May 14, 2015</b> <b>Start/End Time: 2:00 – 3:30 PM</b> <b>Location: 52 Bascom Hall</b>			
<b>Attendees:</b>	<b>Members:</b>	<b>PRESENT</b>	<b>ABSENT</b>
	Kory Breuer – WID		O
	Wayne Davis – Biotech		O
	Rebekah Franklin – RARC	X	
	Isabelle Girard – Biotron		O
	Toni Gunnison – UW Press	X	
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center		O
	Sheila Hessman – Institute on Aging		O
	Anita Herrick – WIPAC		O
	Marchel Hill – Molecular Virology	X	
	Julie Karpelenia – Graduate School	X	
	Daniel Kleinman – Graduate School		O
	Andres Mejia – Primate Center		O
	Anne Moser – Aquatic Sciences Center		O
	Nina Porcaro – BioTech Center		O
	Mary-Butler Ravneberg – Graduate School		O
	Jessica Skarlupka – Cell & Molecular Biology	X	
	Eric Thompson (alt for MVasys, SSEC)		O
	Maria Vasys - SSEC	X	
Mark Wegener – Arboretum	X		
Choutae Yang - Waisman	X		
Meeting Purpose/Outcomes:	EaD History with Esther Olson; Discuss Climate Survey/Recap Don Schutt's presentation		
Scribe	Toni Gunnison – UW Press		
Pre-meeting Preparation:	Review minutes, prepare to discuss Climate Survey plans.		

----- Minutes ----

AGENDA	WHO
<p><b>Welcome:</b> The meeting was called to order at 2:01 by Darrell Hamilton.</p>	<p>Chair</p>
<p><b>Review and approval of April minutes</b>            Motion to approve Marie Vasys, Choutae Yang seconded. Approved by unanimous vote.</p>	<p>All</p>
<p><b>Equity and Diversity History, Esther Olson</b></p> <p>In 1998 Faculty Senate established EaD committees for ea. school. Carol Ryff (Aging) and Jim Taylor (SRC) were co-chairs. The requirements were only to meet once/semester. Which is how it was until 2004, with 6 people on the committee. Julie's predecessor reached out to Luis Piñero to work together (committees used to work together more than they do now).</p> <p>In 2008 when Martin was appointed Dean, he required one representative from each unit. Esther instituted the administrative structure, terms of appointment, regular monthly meetings, etc. It was very hard for smaller units to even attend meetings due to funding limitations and lack of support from center directors. They thought about partnering big units with small units to help, although that didn't happen.</p> <p>Focus of Committee. Not all center directors were supportive. The committed focused on education and equity issues, and developed the Toolkit.</p> <p>We set aside diversity a bit and worked more on equity because we felt we could be more effective with equity for current staff than change the diversity of new hires. We did put some hiring guides together to improve help improve diversity.</p> <p>Specific Activities:</p> <ol style="list-style-type: none"> <li>1. Presentation to center directors, which went better than expected. Because most centers are dependent on grant funding, the directors began to see the time spent on the committee as valuable as the Fed. Gov't started asking for reports on equity and diversity in their proposals. It became important.</li> <li>2. Sent Damon Williams a white paper to him before he got the position to get his attention and to work with him to accomplish more as a committee.</li> <li>3. Would meet w/Martin Cadwallader a couple of times per year, but he didn't give much direction.</li> <li>4. Center Annual Reports. The current committee is concerned that center directors might not have answered former reports authentically, making the results not as helpful. Per Esther, some were very beneficial and some were not. To get better results, Marsha will have to hold the center directors accountable. Possibly tie in with climate surveys.</li> </ol> <p>Questions for Esther:</p> <ol style="list-style-type: none"> <li>1. Q. How has the definition of EaD changed in the last 15 years? A. Much</li> </ol>	<p>Jessica Skarlupka</p>

broader and better understood now.

2. Q. What were the concerns of Equity that she did address during her tenure? A. Racial and gender equity. Gender equity was a bigger problem, especially in the research areas. Sexual orientation was just becoming an issue.

Suggestions from Esther for committee:

1. Have regular meetings with Dean (2 annually). Provide Marsha with a paper (review what was sent to Damon for a model).
2. Have regular quarterly meetings with Patrick Simms to discuss how our committee aligns with campus wide plans.
3. Meet annually with Center Directors to discuss importance of diversity committees.
4. Climate Survey. Not all units did one, but a lot of really good information came out. Some suggestions were very easy to implement yet very effective (mentioned buying a coffee pot for one unit). If you're going to ask for input, you must do something about it.
5. Improve equity. Look for little things that will improve morale, since we're not going to be able to change funding or pay plans. (see #4)
6. Communicate regularly with other divisional EaD committees. School of Education and Med School mentioned.
7. Meet with Chairs of all other EaD committees (per Darrell, already happening on a monthly basis).
8. Annual Report. Review current template, and ask Patrick what he'd like.
9. Review hiring guides. How to improve pool we're hiring from.
10. Pull Patrick in to discuss having the committee work on a campus wide climate survey. We were the first divisional committee to work w/Patrick.

<p><b>Other Business: Vice Provost and Chief Diversity Office appointed</b></p> <p>Patrick Simms has been appointed the permanent Vice Provost and Chief Diversity Officer. Darrell believes he'll get the efforts moving in the right direction. Marchel expressed the hope that Patrick would place more importance on staff as well as student issues.</p> <p>Darrell will send a link to committee members to signup for a new Listserv that Patrick has set up for EaD issues.</p> <p><b>Don Schutt / Climate Survey</b></p> <p>Comments on Don's presentation. The ideas that stood out were optimal timing, think about language barriers and versions of the survey, being able to roll up into larger groups for groups that would be too small, follow up and implementation mandatory, and a lot of planning and work goes into having a climate survey.</p> <p>Per Darrell, diversity is an issue that is in the forefront of recent hires of deans. It will become easier to convince directors to work on the surveys.</p> <p>Should we do our own or wait for Patrick to do a campus-wide survey?</p> <p>Funding - Julie K. has an email to Don to ask about the funding for the surveys. Hard to know until centers know their costs. Possibility of smaller centers banding together for survey.</p> <p>Schedule - Might confuse people to have Patrick's come right after ours. Decide on optimal timing.</p> <p>Unit specificity - If we're thrown into the campus-wide survey, how will we discover the problems that apply to our unit? Compare unit to unit. Housing is currently doing a survey, which could be used for comparison.</p> <p><b>Followup</b></p> <p>Darrell will ask Marsha about what she'd like to do about the Climate Survey.</p>	<p>All</p>
<p><b>Next meeting agenda items: 30 Days video</b></p>	
<p><b>Adjourn at 3:20.</b></p>	
<p><b>NEXT MEETING: June 11, 2015, Room 52 Bascom Hall</b></p> <p>TO DO: review the previous climate surveys. Bring questions for discussion with Don Schutt</p>	<p>All</p>
<p><b>Future minutes:</b> Rebekah Franklin – RARC</p>	