



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**VCRGE Equity and Diversity Committee Meeting**

**Date: Thursday, October 13, 2016**

**Start/End Time: 2:00 – 3:30 PM**

**Location: 52 Bascom Hall**

<b>Attendees:</b>	<b>Members:</b>	<b>PRESENT</b>	<b>ABSENT</b>
	Kory Breuer – WID		o
	Wayne Davis – Biotech		o
	Rebekah Franklin – RARC	x	
	Lizz Epp RARC alternate	x	
	Jacob Schoville– Biotron	x	
	Tina Gislason – WIPAC	x	
	Toni Gunnison – UW Press, Chair	x	
	Darrell Hamilton – PSL	x	
	Deborah Hartley – Primate Center	x	
	Todd Forsythe – Institute on Aging	x	
	Marchel Hill – Molecular Virology	x	
	Julie Karpelenia – VCRGE	x	
	Eileen Callahan– Graduate School	x	
	Anne Moser – Aquatic Sciences Center	x	
	Lauren Weitkamp– Lab. Cell & Molecular	x	
	Eric Thompson– SSEC	x	
Mark Wegener – Arboretum	x		
Susan Ellmaurer– Waisman	x		
Meeting Purpose/Outcomes:	Review changes made to previous meeting minutes, roster, welcome packet review		
Scribe	Rebekah Franklin –RARC		
Pre-meeting Preparation:	Questions or comments from your center		

----- Minutes -----

<b>AGENDA Topics</b>	<b>Toni</b>
<b>Convene/ Welcome:</b> The meeting was called to order at 2:05, have quorum	Chair
Review and approval of old outstanding and September 2016 minutes. All were voted on and approved, with corrections.	All
<p><b>E &amp; D Chairs update-</b>1. Grant funding available for students DDEA- for travel and attendance of equity and diversity type conferences. (Link <a href="https://win.wisc.edu/organization/diversity/news/details/51091">https://win.wisc.edu/organization/diversity/news/details/51091</a>)</p> <p>2. The chairs discussed Daily Cardinal article about Patrick Sims’ work. They felt the article did not give a full picture of the diversity effort on campus. They would like to give a response- possibly work with journalism department student to showcase what is being done. (Link- <a href="http://www.dailycardinal.com/article/2016/10/sims-stretched-too-thin-as-universitys-diversity-efforts-falter">http://www.dailycardinal.com/article/2016/10/sims-stretched-too-thin-as-universitys-diversity-efforts-falter</a>)</p> <p>3. Diversity survey for students opening on Oct 17, 2016. Going to all students, no incentive. 98 questions, 30 minutes’ time. Staff survey coming, but may hire outside firm. (Spring 2017?)</p> <p>4. Bias response team (students submit)- update. Most targeted LGBT, students of color, LGBT students of color and Jewish students</p> <p>5. Diversity inventory program (DIP) technical overview- database of diversity efforts on campus. Support services, programs, research; Not ready to launch; beta testing in the next 6 months.</p>	Toni
<p><b>Update/Old business-</b>(none for twitter). Attended WISELI training and reported campus HR working on implicit bias- pilot program starting. There is a video that will be out soon. Could be used for on boarding new employees. (Note- this is the third time she’s attended; recommends highly; good for search committees for academic staff and faculty; interesting to interact with faculty and process). Free. Links:</p> <p><a href="http://wiseli.engr.wisc.edu/hiring/ScheduleRegistration_2016.php#campuswide">http://wiseli.engr.wisc.edu/hiring/ScheduleRegistration_2016.php#campuswide:</a> training schedule</p> <p><a href="http://wiseli.engr.wisc.edu/">http://wiseli.engr.wisc.edu/</a> General site</p> <p><a href="http://wiseli.engr.wisc.edu/recruitingresources.php">http://wiseli.engr.wisc.edu/recruitingresources.php</a> Recruiting Resources</p>	Tina
<b>Old business: move to next meeting: review committee roster</b>	

<p><b>New business: review website, bring corrections. Review charge &amp; mission statement. Bring suggested changes. Sub-committee placement/changes?</b></p>	
<p><b>Chancellor Blank requested all centers have a discussion about diversity issues and incidents that have happened. May be facilitated or not. VC Marsha Malick asked that we take the lead on a plan for centers to have a form of conversation or training. Ideas like WISELI implicit bias workshop, climate survey, center reports, communication plan for center chairs and/or HR officers,</b></p> <p>Discussion: How should we proceed in our centers? How to deal with resistance? Possible topic is Go Big Read- Evicted- librarians can be a great ally to help facilitate discussion on that or other books. Idea- keep topic on yearly calendar; important to talk with your peers that you know; Idea- good for E&amp;D to take on/make a proposal and share with VC Malick. How to keep directors engaged in this topic? (Ask VC Malick to address in reviews).</p> <p>Action: Send out email for committee to read and come up with plan to discuss at November meeting. Anne said she will get names of facilitators (for holding book talks) and copies of Evicted. Nov 1 – can watch the speech at various places such as Union South, and public libraries. 7 pm. Live broadcast.</p> <p><b>Plan:</b> Read book and have a facilitator for discussion at the meeting February 2017.</p>	<p>Toni/group</p>
<p>VC Marsha Malick would like to visit the committee twice a year; tentatively December 2016.</p>	
<p>Subject of communicating what we do as a committee- can Toni have someone design a document that can be sent to HR/Center directors to share after each meeting- discussed and agreed that was a good idea</p>	
<p>Issue- how to repopulate or change subcommittees and what to do about a vice chair? Options- 1. Repopulate 2. Disband and form a committee if there is something to work on. Discussion. Idea- See what center was on the subcommittee in 2010. Idea- add a column to the roster delineating committee assignment.</p> <p>Action: we will send out the assignments, and people could change if they prefer another committee.</p> <p>Link: <a href="https://kb.wisc.edu/gsadminkb/page.php?id=31657">https://kb.wisc.edu/gsadminkb/page.php?id=31657</a></p>	
<p>Reviewed Welcome packet and mission statement from campus diversity. Notes: The VCRGE centers and institutes phrase should also include Graduate School. We discussed the readability of the phrase, and the importance of acquainting the groups with the new terminology. Other corrections: replace Dean with VC, correct meeting place.</p> <p>Vice Chair section- Marchel holds currently. Add that vice chair will serve as chair in the chair's absence.</p> <p>Chair- Should we add a sentence to say that the chair will attend the campus E &amp; D chairs meeting? How should the chair represent this committee to the others on campus?</p>	

<p>New members impressions: The info and resources were digestible, useful</p> <p>Action: send corrections to Eileen Callahan by Oct 20, 2016. She will update and send out to the committee. email: eileen.callahan@wisc.edu</p>	
<p><b>Reminder that Fall Diversity Forum is Nov. 1, 2016 (one day only). Sign up at:</b>  <a href="https://www.ohrd.wisc.edu/Catalog/Default.aspx?CK=53688">https://www.ohrd.wisc.edu/Catalog/Default.aspx?CK=53688</a></p>	
<p><b>Adjourn</b></p>	
<p>NEXT MEETING: NOV 10, 2016. Room 52 BASCOM HALL</p>	
<p>Future minutes: Maria Vasys (Space Science) Reminder check agenda for minute takers each month.</p>	
<p><b>ACTION ITEMS FOR NEXT MEETING:</b></p> <ol style="list-style-type: none"> <li><b>1. Welcome packet: Send corrections to Eileen Callahan by October 20, 2016, and will update and send out to the committee. EC will also check on adding a short URL to packet. eileen.callahan@wisc.edu</b></li> <li><b>2. Subcommittees: we will send out the assignments, and people could change if they prefer another committee.</b></li> <li><b>3. Web Site- Review and bring suggestions to next meeting.</b></li> <li><b>4. Review committee roster</b></li> <li><b>5. Discussion of diversity issues with centers: Toni will send out email for committee to read and come up with plan to discuss at November meeting.</b></li> </ol>	