



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

OVCERGE Equity and Diversity Committee Meeting

Date: Thursday, 11 January 2018

Start/End Time: 2:00 – 3:30 PM

Location: AOSS Room 351

Attendees:	Members:	PRESENT	ABSENT
		Mark Wegener – Arboretum	
	Anne Moser – Aquatic Sciences Center	X	
	Emily Baer – Biotech	X	
	Jacob Schoville – Biotron	X	
	Eileen Callahan – Graduate School		o
	Emily Reynolds – Graduate School		o
	Jim Porter – Institute on Aging		o
	Marchel Hill – Molecular Virology, V. Chair	X	
	Lauren Weitkamp – Cell & Molecular Bio		o
	Darrell Hamilton – PSL	X	
	Deborah Hartley – Primate Center		o
	Lizz Epp – RARC		o
	Bonniejean Zitske - RSP		o
	Melanie Hebl - RSP	X	
	Choutae Yang – Waisman	X	
	Tina Gislason – WIPAC		o
	Josh Knackert – WIPAC	X	
	Kory Breuer – WID	X	
	Toni Gunnison – UW Press, Chair	X	
	Julie Karpelenia – OVCERGE, ex Officio		o
Scribe:	Maria Vasys – SSEC		

----- Minutes ---

AGENDA	WHO
Welcome: The meeting was called to order at 2:05 p.m. Introductions were performed to welcome Melanie Hebl from RSP, who will be subbing for Bonniejean. Darrell explained the difference between the South Pole and the North Dakota neutrino capturing projects he has worked on.	Chair

<p>Review and approval of October 2017 minutes. Marchel Hill moved to approve minutes with changes. Anne Moser and Aaron Bird Bear's first names were corrected, and Jacob Schoville's Center was changed to Biotron.</p>	<p>All</p>
<p>News/Updates: Equity and Diversity Chairs meeting: Toni reported that the E & D Chairs Annual Joint Meeting with Patrick Sims was a brainstorming session to determine direction for the group. Most of the interest focused on recruiting and retention efforts.</p> <p>Diversity Forum: Many members attended the Diversity Forum in November. Marchel liked the breakout on Tokenism. Keynote talked about history of the indigenous peoples in Wisconsin. The student climate survey was discussed. Approximately 8,000 out of 45,000 students responded, which led to a discussion about whether that was representative. She was disappointed that instead of using the group as resources to generate ideas, only an analysis of the student climate survey was presented. Josh attended sessions on Microaggression and Designing for Inclusivity, and said that the discussion focused on DACA and was very interesting. With the emphasis at the forum on students, it was clear to those who attended that to get something accomplished for staff, it is up to us to address the infrastructure of our own centers and spaces.</p> <p>Subcommittees: The Communication Subcommittee met and will report back next month about their plans. The Ad Hoc Subcommittee was not able to meet. The Professional Development Subcommittee met twice. The short-term goal was arranging next month's Mindfulness presentation by the new person in Talent Management. The long-term goal is to focus on establishing a training schedule, perhaps monthly brown bags. From now on, the subcommittee will preview the training and invite the full committee to attend instead of scheduling during the monthly meeting.</p>	<p>Chair</p> <p>All</p>
<p>New Business/Discussion:</p> <p>1 Next meetings: February's meeting will be at Biotron if Jacob can schedule. If not, Josh will host at Ice Cube. If neither, can meet at University Press (near Trader Joe's). The Mindfulness training will be presented. March's meeting will be at Aquatic Sciences for a discussion of "Hillbilly Elegy." Everyone was reminded to be reading the book. We discussed opportunities for taking a group photo in May or June.</p> <p>2 Meeting Chair Checklist: Toni circulated copies of the OVCRGE EAD Meeting Chair Checklist that she developed and invited committee members who might be interested to take on guest chairing one of the meetings in the future.</p>	<p>All</p>

<p>3 Goals for the year: Toni passed around the OVCRGE EAD Goals for 2017-18 (fiscal year) to start a discussion on how they should be revised to lead to change the culture and add value to our centers. It would be important to get the Chancellor's approval for these goals. Josh suggested partnerships with other advocacy groups to foster discussions and create primers for OVCRGE centers. Josh volunteered to draft a list of groups on campus and types of questions for discussion. We might start this in summer. Money for speakers may be available from the OVCRGE's office (Russell Schwalbe) or Patrick Sims' office, depending on audience. Jacob moved to accept these changes, Choutae seconded.</p> <p>4 Talking points reviewed. This month's talking points will include updates for subcommittee meetings, that we approved our goals for the year, and March's "Hillbilly Elegy" discussion.</p>	
<p>Adjourned at 3:31 pm</p>	
<p>NEXT MEETING: 8 February 2018 at TBD.</p>	<p>All</p>
<p>Future minutes: Deb Hartley (Primate Center) Reminder: check agenda for minute takers for each month.</p>	