



**OVCRGE Equity and Diversity Committee Meeting**

**Date:** Thursday, Dec. 13, 2018  
**Start/End Time:** 2:00 – 3:30 PM  
**Location:** Primate Center, 1220  
 Capitol Court

<b>Attendees:</b>	<b>Members:</b>	<b>PRESENT</b>	<b>ABSENT</b>
		Judy Kinsbury – Arboretum	X
	Anne Moser – Aquatic Sciences Center	X	
	Emily Baer – Biotech	X	
	(Vacant) – Biotron		X
	Eileen Callahan – Graduate School	X	
	Jim Porter – Institute on Aging	X	
	Marchel Hill – Molecular Virology, V. Chair	X	
	Lauren Weitkamp – Cell & Molecular Bio	X	
	Darrell Hamilton – PSL		X
	Deborah Hartley – Primate Center	X	
	(Vacant) – RARC		X
	Melanie Hebl - RSP	X	
	Derrick Herndon – SSEC	X	
	Choutae Yang – Waisman	X	
	Tina Chorlton – WIPAC	X	
	Kory Breuer – WID	X	
	Toni Gunnison – UW Press, Chair	X	
	Julie Karpelenia – OVCRGE, ex Officio		X
<b>Scribe:</b>	Tina Chorlton, WIPAC		

**----- Minutes ---**

<b>AGENDA</b>	<b>WHO</b>
<b>Welcome:</b> The meeting was called to order at 2:19	Chair
<b>Review and approval of October minutes.</b> Motion to approve with changes (Marchel, seconded Emily). Approved with changes.	All

<p><b>News / Updates:</b></p> <p><b>Diversity Forum Feedback</b></p> <p>Choutae: Went to 2<sup>nd</sup> day. Thought they just talked about history of forum, rather than what we should be looking for/care about as an employee.</p> <p>Toni: Booklet about Strategic Priorities 2018-2022 (Jim P emailed to listserv). Toni hadn't seen it before (Marchel said it was rolled out at monthly meeting she went to in Toni's place). She thought keynote speaker was really good.</p> <p>Judy: picked up a copy of Strategic Priorities 2018-22 as well; found forum helpful; keynote was valuable—specific suggestions for hiring committee and teaching, how to foster respectful environment.</p> <p>Jim P: thought speaker Talithia Williams was really good: leave job posting wide open so it's not targeting specific people.</p> <p>Kory: Breakout sessions didn't give any tips on how to address issues, just said they were "things" to think about. He wanted some strategies on how to address issues.</p> <p>Book suggestions from Derrick and Emily: Ghosts In the Schoolyard (Eve Ewing) (Chicago Public Schools), The Hate U Give, Angie Thomas.</p>	<p>Chair</p>
<p><b>Old Business:</b></p> <p><b>Climate Survey</b> - Review survey center proposal for climate survey. Eileen moved to accept proposal from survey center, Judy seconded. Emily thinks it gives us legitimacy doing it through Survey Center; Norman Drinkwater supported it. Toni will send proposal to ND for his support. Toni and Ad Hoc will approve any changes that Survey Center makes. Discussion about including student hourlies/Graduate Students/Post Docs—decided to exclude them. All centers will do survey even if they already do their own internal survey.</p> <p>Action items:</p> <ol style="list-style-type: none"> <li>1. Survey will be Staff only (no faculty or students).</li> <li>2. Verify payroll query. (Tina, Toni ask Julie who is included in number)</li> <li>3. Toni will follow up with ND to get approval and see if he wants to see questions.</li> <li>4. Toni will send Survey Center revisions to Ad Hoc for approval once complete.</li> <li>5. Committee will be the test list for the survey; Toni will work with Julie to get.</li> <li>6. Cost for non-English, print versions of survey. Toni to ask.</li> <li>7. ND will promote to center directors. Chair (Darrell to attend Center Directors Mtg.)</li> <li>8. Need to determine minimum amount of staff—decided on 10 responses.</li> </ol>	<p>All</p>
<p><b>Talking Points and Closing Announcements</b></p>	<p>All</p>
<p><b>Adjourned at 3:30 pm</b> (Jim P., Marchel seconded)</p>	
<p><b>NEXT MEETING: January 10, 2019, WID</b></p>	<p>All</p>
<p><b>Future minutes:</b> Tina Chorlton, WIPAC</p>	