



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

VCRGE Equity and Diversity Committee Meeting

Date: Thursday, June 8, 2017
Start/End Time: 2:00 – 3:30 PM
Location: 52 Bascom Hall

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

----- Minutes ---

AGENDA	WHO
Welcome: The meeting was called to order at 2:03; Marsha Mailick here from 2:30-3:15; look at and approve minutes and accomplishments.	Chair
Review and approval of May minutes. Changes to be made: Josh Knackert not listed in attendance roster and he was here; Jacob should now be Wayne. Lauren moved to approve the minutes with changes, Tina seconded---all in favor of approval (Josh and Eileen abstained).	All

<p>Old Business:</p> <p>Review and approve OVCRGE 2017 accomplishments list.</p> <p>Toni made a few changes to the list, and we corrected a typo on the second line. We will submit it to Marsha Mailick as a brief of what we have been doing. Maria (move) and Liz (second)—approved by all.</p> <p>Review resources and ideas documents to send to centers.</p> <p>Josh suggested that we may want to add a statement from OVCRGE regarding diversity in recruitment. We will try to use one of them as a template and create our own statement. We will set up a laptop at the July meeting so we can work on it together. There was also discussion about how center directors can give feedback if they want something—would it be in their annual report? There were questions about what to do with the language for climate survey: should we take that out? Is it doable with what’s going on? We have questions that we approved within the committee. Finally, RSP joining OVCRGE on July 1. Toni will set up a Google doc for the diversity statement for job statements and people should go in and edit. Space Science is doing one now so we can hopefully use that as an example</p>	
<p>New Business/Updates:</p> <p>Will take a new picture of the entire committee for Talking Points template at JULY meeting.</p>	<p>Chair</p>
<p>Discussion with Marsha Mailick:</p> <p>Vice Chancellor Marsha Mailick joined the committee from 2:30-3:15. The committee members introduced ourselves and asked various questions about the Committee structure and her thoughts on diversity issues on campus/in OVCRGE.</p> <p>In terms of the structure of the Equity & Diversity committee, she thinks that capacity varies depending on the center; it may differ within certain centers depending on the year; there may be different issues related to diversity in each unit, so best to make resources that everyone can use</p> <p>1. Survey: MM thinks a VCRGE-wide survey is a good idea. When she worked at the Waisman Center, they did a similar survey, and learned that the climate issues were issues of class (fac vs ac staff, ac staff vs univ staff—where everyone fit in ecosystem), and they tried to respond to that. She said that if we can help units come up with approach to survey, it would be good to get the information.</p> <p>2. Can we add commitment to diversity on performance review: how would it be part of job description, how do you measure it, “heavy handed”—would have to think about it; don’t want to do anything that will provoke undesired</p>	<p>All</p>

<p>response—Waisman approach “gentler”; better to get information from people; building opportunities for dialogue is good; line up things like Aaron Bird Bear’s tour</p> <p>3. Workshops (Lauren): WISELI—re-working it (August 17); tailor it to centers and open it up to anyone; screening the movie 13 in October at MSB; mindfulness and building inclusive environments through OHR</p> <p>4. Reports: Brief memo to explain what each center is doing in terms of what we’re doing Thinks workshops, book clubs, brownbag are a good idea</p> <p>5. How to incentivize Center Directors to attend events: Do it at a Center—locally rather than externally</p> <p>6. Presenting results to each other---climate survey; centers are each so different</p> <p>7. Encouraged us to think about other issues: pecking order of disciplines; job titles, training;</p> <p>8. How to encourage faculty/staff buy in on diversity: focus groups with grad students to ask them about how they would want to talk about diversity</p>	
<p>Talking points and closing announcements:</p> <p>Third Thursdays</p> <p>Other</p>	
<p>Adjourned at 3:35 pm</p>	
<p>NEXT MEETING: July 13, 2017, Memorial Union Terrace</p>	<p>All</p>
<p>Future minutes: Marchel Hill</p> <p>Reminder: check agenda for minute takers for each month.</p>	