



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

OVCERGE Equity and Diversity Committee Meeting MINUTES

Date: Thursday, May 11, 2017
Start/End Time: 2:00 – 3:30 PM
Location: 52 Bascom Hall

Attendees:	Members:	PRESENT	ABSENT
		Mark Wegener – Arboretum	
	Anne Moser – Aquatic Sciences Center	X	
	Wayne Davis – Biotech	X	
	Jacob Schoville – Biotron		X
	Eileen Callahan – Graduate School		X
	Emily Reynolds – 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	
	Lizz Epp, RARC (backup to Becky)	X	
	Rebekah Franklin – RARC	X	
	Eric Thompson (for Maria) – SSEC	X	
	Choutae Yang – Waisman	X	
	Tina Gislason – WIPAC	X	
	Kory Breuer – WID	X	
	Toni Gunnison – UW Press, Chair	X	
	Julie Karpelenia – OVCERGE, ex Officio		X
Scribe			

----- Minutes ----

AGENDA	WHO
Welcome: The meeting was called to order at 2:03 pm	Chair
Review and approval of April 2017 minutes. Minutes were reviewed and approved with the noted corrections.	All
Updates: Equity and Diversity chairs meeting recap:	Chair

<p>VPD&C Patrick Sims Faculty Senate presentation (was sent along with the agenda). Covered the response the EDC Committee will take to Hilldale award: language will be drafted over the summer. Patrick's presentation to the Faculty Senate reviewed, diversity language being added to P&T committees. Campus climate review: Mexico border wall exam question, Divestment from Israeli businesses update. Patrick is soliciting ideas for 2017/18 focus.</p> <p>HR@UW Monthly Learning Series – 2nd quarter programs for HR staff</p> <p>Unconscious Bias article from the Atlantic – decided to share with our centers via the Talking Points memo</p>	
<p>Old Business</p> <p><u>Review resources and suggestions document for centers</u></p> <p>Discussion included:</p> <p>A resource in the document – the NetFlix documentary “Thirteenth” - will be screened by UW Press. We will screen as a committee as well, but do not have in place to include in the document at this time.</p> <p>INTERVIEWING Choutae suggested adjusting interview questions about diversity by framing the question in two parts. First ask “how do they think they would address diversity?” Then follow up with a question about their experiences. Choutae will work on wording and get it to Deb (who will be making the revisions to the document). Following this discussion, it was pointed out that we should not include interview questions online.</p> <p>JOB POSTINGS Tina suggested adding a note in the document about including diversity and inclusivity in the PD as well as in the job announcement.</p> <p>PERFORMANCE APPRAISALS The Nursing School would like to use diversity as an aspect of their performance appraisals but are getting pushback. Toni will follow-up with request for they would like to use. Question: do we need Marsha’s approval/back to include this language in performance appraisals?</p> <p>Kory asked what do we mean by diversity/inclusivity in this context and how do we measure it in a performance appraisal. How do you measure diversity activities? Is it just a matter of “I attended this conference...”? Does it mean putting diversity and inclusion into action?</p> <p>The committee agreed the including diversity and inclusion in a performance appraisal goes a long way in showing its importance – it’s a good starting place.</p>	<p>Chair, All</p> <p>Choutae</p> <p>Deb</p> <p>Toni</p>

<p>What do we recommend? There are three meetings on PA: setting goals, midpoint check-in and annual review. When is the time to talk about it?</p> <p>Need to add reasons we support including diversity and inclusion: Preparedness – why not? Do minorities feel unsafe and/or unsupported at UW? Funding such as NSF, NIH, NOAA are asking for it Josh volunteered to write up this summary.</p> <p>It was also suggested to include resources in the document to support dual career families – child care, elder care, etc. Or is this part of the onboarding process?</p> <p>Toni will get and incorporate CODI reading list.</p> <p>All should review carefully and send all comments send to Deb Hartley who will compile them for our June meeting.</p> <p>Note about this document: other units on campus are interested in seeing this. What is the committee long-term plan for the document? Make it part of the EMS?</p>	<p>Josh</p> <p>?</p> <p>Toni</p> <p>All</p>
<p>New Business:</p> <p>Review draft of accomplishments – moved to June.</p> <p>Select a time for photo – Darrell not at May meeting. Schedule in June.</p> <p>Anne will request the new Go Big Read book for the committee. This year’s choice was <i>Hillbilly Elegy</i> by JD Vance.</p> <p>Toni will make a list of the other book titles: CASI list, past Go Big Read titles.</p> <p>Becky mentioned the resource: https://diversity.wisc.edu/dip/Diversity Inventory Program.</p> <p><u>Potential programming from our group:</u> Screen Thirteenth – put on our agenda for September or October Eve Fine’s workshop – Lauren will schedule Mindfulness – Marchel will follow up</p>	<p>Chair, All</p> <p>Anne</p> <p>Toni</p> <p>Becky / Deb</p>
<p>Announcements from group</p> <p>July and August meetings on the Terrace.</p>	<p>All</p>

<p>Pyle Center Third Thursdays to resume soon – keep an eye out for announcement via email. (update: next date is June 15th)</p>	
<p>Talking points and closing announcements</p> <p>Talking points:</p> <ul style="list-style-type: none"> • Implicit Bias article from the Atlantic • Marsha is attending our meeting in June • Look for committee tweets via https://twitter.com/UWiscResearch 	<p>All</p>
<p>Adjourned at 3:31 pm</p>	
<p>NEXT MEETING: June 8, 2017, Room 52 Bascom Hall</p>	<p>All</p>
<p>Future minutes: Wayne Davis, Biotron</p> <p>Reminder: check agenda for minute takers for each month.</p>	