



OVCERGE Equity and Diversity Committee Meeting

Date: Thursday, Thursday, Oct. 11, 2018

Start/End Time: 2:00 – 3:30 PM

Location: 52 Bascom Hall

Attendees:	Members:	PRESENT	ABSENT
	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	(by phone)	
	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	
	Susan Ellmauer – Waisman	X	
	Tina Chorlton – WIPAC	X	
	Kory Breuer – WID	X	
	Toni Gunnison – UW Press, Chair	X	
	Julie Karpelenia – OVCERGE, ex Officio	X	
Scribe:	Tina Chorlton		

----- Minutes ---

AGENDA	WHO
Welcome: The meeting was called to order at 2:07.	Chair
Review and approval of Sept. minutes. Added date of previous meeting (Sept. 13, 2018); Tina will be note-taker; update BonnieJean’s name; fix Darrell’s name; Biotron has new person; Julie will talk to RARC Darrell moved to approve with changes, Maria seconded: approved with changes	All

News / Updates:

- 1. If we have diversity related events, add them to UW calendar with #diversity and they will automatically be added to events calendar for DDEEA (check on spelling)
- 2. PS asking for initiatives for focusing on staff; nothing has happened yet
- 3. For November, each division will give 3-5 minute speech about what we do; Toni asked if anyone wants to present for our group; she will email the group about it

Chair

All

Toni sent email to Josh Morrill regarding input on climate survey. She's waiting to hear back. Toni is also contacting the Survey Center about estimates.

Lauren/Choutae not here to discuss workshops

Introduction of members of committee

Old Business:

All

New Business/Discussion:

VCRGE visit. Review: FY19 goals; Center Reports. On the right track? Other initiatives?

Introduction, asked about what our plans are:

Toni: We have talked about our goals which include updating campus resources, planning one workshop per semester, planning one professional development event within the committee, restarting center reports (last done in 2014) and doing a climate survey.

ND: Reports: He felt there was an issue of workload across each center in preparing reports. Thought there were two ways we could do it: 1. Each center prepare reports, or 2. Ask each center for info and collect it into single report that committee puts together. He said we have many different kinds of centers that have different levels of support; by having the committee provide the report it's centralized and we don't have to wait for each center to prepare theirs. He feels it is very important to look globally and at each center. He is leaving it to us for what we want to do.

Biggest issues/metrics: He wants us to review demographics, efforts centers are making, recruitments (e.g., breadth, composition of the pools, etc). He also wants us to look at specific programming related to raising peoples' awareness of these issues as well as retention and outreach activities.

Toni: talk to HR/Director: recruitment, retention, educational activities; write a few sentences---demographics would be data portion

ND: leadership team of OVCRGE will be reading this report and working with directors; would like to review it in early in the spring

Climate Survey: SSEC, RSP, WID have done climate survey within 5/10 years and ND thought it was helpful in terms of functionality. He said it would be constructive to be as consistent as possible so we can learn lessons across centers. He suggested using the UW Survey Center (doing it thru survey center will make people feel more comfortable vs. doing it internally). We need to decide on most important questions and the scope of it. ND feels that it is a worthwhile investment and he would give support for it. He thinks we should do it on a timeline so that current team can help us use current data/work through it for most current data/most important issues. If we can't do it before new VCRGE starts, do it 6 months into new person's job; we

All

<p>should try to run survey and get results by April 1 and allow current team to evaluate; if not until July, then wait until end of 2019.</p> <p>ND also stressed how important this committee is for our centers.</p> <p>ND: Wanted to know what programs we are doing. He meets with center directors and thinks someone from this group should present to them next semester.</p> <p>General discussion about survey: what about students—post docs (be specific about them), AS, US; do we have a statement of purpose for the survey? Make sure the questions get at what info we need. What's the action item once we get the data?</p>	
<p>Talking Points and closing announcements</p> <p>Anne: Go Big Read Book: <i>The Death and Life of the Great Lakes</i> Author is speaking on the 16th; talk will be streamed; Anne will send information about the talk to everyone on the committee</p> <p>Discussion of book: Anne is going to get us copies of the book and we'll discuss at February meeting.</p>	
<p>Adjourned: Motion by Darrell, second by Deb--Toni adjourned at 3:35</p>	
<p>NEXT MEETING: Nov. Attend Diversity Forum; December 13 at Primate Center.</p>	All
<p>Future minutes: Tina Chorlton (WIPAC)</p>	