



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

OVCERGE Equity and Diversity Committee Meeting

Date: Thursday, May 10, 2018
Start/End Time: 2:00 – 3:30 PM
Location: R S P
21 N. Park Street

Attendees:	Members:	PRESENT	ABSENT
		Mark Wegener – Arboretum	
	Anne Moser – Aquatic Sciences Center	X	
	Emily Baer – Biotech	X	
	Vacant – 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	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 – OVCERGE, ex Officio	X	
Scribe:	RSP –Melanie Hebl		

----- Minutes ---

AGENDA	WHO
Welcome: The meeting was called to order at 2:05 PM by Toni Gunnison	Chair

<p>Review and approval of previous minutes.</p> <p>Changes to be made: Misspelling "March" to be corrected -March Minutes say "next meeting Biotech" but it's at RSP. Moved to approve with changes - Lauren Weitkamp. Choutae seconded. Approved with changes.</p>	<p>All</p>
<p>Old Business:</p> <p>Subcommittee Reports:</p> <p><u>Ad hoc – Climate Survey update.</u> The group met and looked at several sample surveys to create one template to be used by all interested centers within OVCRGE. Most sample surveys had similarities and ~57 questions were pulled/created for the template. Group is hoping to limit questions so people are more likely to respond. The group is looking at meeting with Lynn Freeman about issuing a survey and evaluating data. The larger committee is invited to review the questions to provide feedback by the June meeting. Deb will send a copy of all questions to the group.</p> <p>Note: UW Qualtrics license ends in June and an RFP will be sent. This could possibly change the survey software and may delay our survey.</p> <p><u>Communications – Communications plan</u> – Subcommittee met in January. Eileen, Anne, and Mark. Identified the need for a communication plan. Created EDC Communication Goals, Audience, Key Functions, Channels, Timing, Frequency, Responsibility, and Evaluation. Document will be shared electronically and subcommittee is looking for feedback.</p> <p>Discussed: Knowledgebase vs Box. Box is a resource for committee members and for meeting attendees. Knowledgebase is a resource for the public.</p> <p>Rebekah Franklin offered to be the backup for Lizz Epp for talking points.</p> <p><u>Prof. Dev. Subcommittee - Update on Workshops</u> - Subcommittee met twice since March. Looking at July 11 or July 18th for the Mindfulness Session. Planning for a 90-minute session in the morning. Working with Tammy the workshop facilitator to get a description for creating posters and the registration site. Choutae will send out a Doodle poll to find out which date works best for committee members to attend. When promotional flyer is made it will be shared with Julie Karpelenia to then be shared with the appropriate listservs for marketing of event.</p>	

Subcommittee is thinking of holding future events every Summer, Fall, and Spring.

Possible sessions:

- Research Mentor Training – How to mentor staff effectively.
- Micro-aggressions – Facilitator from multi-cultural student center.

Subcommittee was wondering about budget for these workshops – refreshments etc. – No set budget but funds are available.

Looking for thoughts on partnerships for future professional development workshops- if anyone has ideas or resources, please share them with Choutae or the subcommittee.

The group mentioned interest in another Aaron Bird Bear walk in 2018.

Review accomplishments text from FY18

Suggested Changes:

- Update to include the terms “put a process in place” instead of “do a better job”.
- Include: attending Diversity Forum and Report on Committee Chairs Meetings.
- Add: Updated *Welcoming Packet* and streamlined the welcoming process.

Toni will make updates to the FY18 accomplishments and resend via email for committee approval.

New Business/Updates:

Review Chairs E&D committee meetings from April (Marchel) and May (Toni).

April: University looking at ways to create best practices among all the divisions represented on the committee. Hoping to think about diversity as a permanent change. Patrick is discussing with Chancellor how we can best represent historically under-represented people. Additionally, there is discussion of changing website so people of under-represented groups are better represented. There is a group pulling things together for the UW. This would follow in the footsteps of the campaign “this is what a badger looks like”.

- UW hopes to create more visibility of underrepresented students on webpages.
- Thinking about doing more diversity events between UW and the community.
- Patrick Sims wants this to be holistic across the university and not just something happening in and through his office.

Chair

<ul style="list-style-type: none"> - There may be a pilot project – videos capturing diverse audiences and their stories of why they are glad to be at UW-Madison. - Also in development, a webpage to help list resources for new students/staff – restaurants, hairdressers, etc. Oftentimes, graduate students can feel isolated without resources outlining community. <p>May: Group did a Recap – of what each committee has done the previous year. They reviewed the Report to the Chancellor on the Ku Klux Klan at the UW-Madison. Patrick is not in favor of a fast resolution because of the benefit of this ongoing conversation. He mentioned that these individuals have complicated stories that are worth exploring. These meetings truly show the energy and passion of the student body.</p> <p>Jacob Schoville is no longer with Biotron. Waiting to hear who their EID representative in the future will be.</p> <p>Marchel attended Breaking the Bias Habit – Markus Brauer – UW Madison Professor of Psychology by WISELI. His research is looking at real time perception of race and “if you can change people’s willingness to help others who are different from themselves”. Research on the willingness to help someone of a different culture/background/race. Research used posters with cultural images and positive statements – and found that just seeing these posters, people were more sympathetic, generous, and open to diverse communities. For more information: http://psych.wisc.edu/Brauer/BrauerLab/</p> <p>Upcoming Goals of Committee:</p> <ul style="list-style-type: none"> - We’d like to reinstate the annual report of what centers have done related to equity and diversity. The report may be helpful for interim vice-chancellor to have. A one-page template exists on the webpage. Goal: Discuss the process at the next meeting and then create reports for the July Meeting. Julie K. will discuss with Norman before the June meeting. - E&D resource update. Goal: Roll out in the fall. 	
<p>Rebekah will be drafting the talking points.</p>	
<p>Adjourned at 3:31 PM</p>	
<p>NEXT MEETING: June - Biotech Center</p>	<p>All</p>
<p>Future minutes: Kory Breuer (WID) Reminder: check agenda for minute takers for each month.</p>	