



**OVCRGE Equity and Diversity Committee Meeting**

**Date: Thursday, April 13, 2017**  
**Start/End Time: 2:00 – 3:30 PM**  
**Location: 52 Bascom Hall**

<b>Attendees:</b>	<b>Members:</b>	<b>PRESENT</b>	<b>ABSENT</b>
	Anne Moser – Aquatic Sciences Center		
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	
Rebekah Franklin – RARC		X	
Maria Vasys – SSEC		X	
Choutae Yang – Waisman			X
Tina Gislason – WIPAC			X
Kory Breuer – WID			X
Toni Gunnison – UW Press, Chair		X	
Julie Karpelenia – OVCRGE, ex Officio			X
Josh Knackert – Icecube PAC		X	
<b>Scribe</b>	Mark Wegener – Arboretum		

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

<b>AGENDA</b>	<b>WHO</b>
<b>Welcome:</b> The meeting was called to order at 2:02	Chair
<b>Review and approval of March 2017 minutes.</b> Correction: Jim Porter was absent in March Minutes were reviewed and approved with the noted corrections.	All

<p><b>Old Business:</b></p> <p><b>Old business</b> – Review resources and suggestions documents to send to centers</p> <p>We didn't have time to work on this today. Chair requests that the Ad Hoc Committee work on this document before May meeting.</p>	
<p><b>New Business/Updates:</b></p> <p>The Professional Development Committee met March 9 with Nai-Fen Su Engagement, Inclusion, and Diversity Consultant from OHR Talent Management. Nai-Fen is leaving, and so today Jacob Klett will present in her place.</p> <p>Presentation by Jacob Klett from the Office of Talent Management -- part of the Thrive Team: Workshop on Mindfulness in Building an Inclusive Environment. The presentation focused on mindfulness, and its impact on bias. Jacob will send the presentation file to the group. Jacob also invited to the group to attend THRIVE classes.</p> <p>Jacob also had some suggestions for mindfulness apps to try:</p> <ul style="list-style-type: none"> <li>• InsightTimer: (<a href="https://insighttimer.com">https://insighttimer.com</a>)</li> <li>• Headspace: (<a href="https://www.headspace.com">https://www.headspace.com</a>)</li> </ul> <p>Contact: <a href="mailto:jacob.klett@wisc.edu">jacob.klett@wisc.edu</a>; 890-1872</p> <p>Discussion:</p> <p>The presentation was very well received by the group. The group recommends that it get added to the "curriculum," as it complements the other talk.</p> <p>One area of discussion was how we could incorporate mindfulness into hiring practices at UW. A suggestion was made to spend some time on mindful activities before reading resumes, or before a search and screen committee meeting.</p> <p><b>Equity and Diversity Chairs meeting</b></p> <p>Toni updated the group on the last E&amp;D Chairs meeting. Patrick Sims was back after paternity leave. He gave an update on the climate survey of students. They will be pulling out recommendations this summer. Patrick thinks that UW is already doing a lot, but that we may need to do better at communicating our activities.</p> <p>Several centers are working on hiring Diversity Liaisons. There will be one Diversity Advocate in each unit. Patrick's office is working on setting it up. Libraries have an "equity/diversity rep" on every search and screen committee.</p>	<p>Chair</p>

<p>Question (Eileen): Is WISELI training required to be a “Diversity Liaison”?</p> <p>Rebekah: According to recent faculty survey, 35% reported having been bullied by colleagues. This was reported in the Capital Times in an April 10<sup>th</sup> story, and in Inside Higher Ed. (This was not discussed at the E&amp;D Chairs meeting.)</p> <p>Patrick is also working on trying to heal relations with “The Collective,” a large group of black UW-Madison alumni who recently voiced their opinion that the UW is not taking diversity issues seriously enough.</p> <p>A group of students are asking UW to divest from Israeli assets.</p> <p>UW Police Chief Kristen Roman discussed the incident with the photograph of an African American person taken after thefts on campus. Also discussed at the meeting were the recent Hilldale Awards, where four older white male faculty were nominated. Patrick’s office is going to request the stats of nominations, and is working to add language about diversity to the nomination materials.</p>	
<p><b>New Business/Discussion:</b></p> <p>Reminder: Marsha Mailick to attend our June meeting. We will meet outdoors at the Terrace for July and August</p> <p>Chair requests that the Communications Committee take over the talking points.</p> <p><b>Talking points:</b></p> <ul style="list-style-type: none"> <li>• Jacob Klett, from Learning at Talent Development, gave a workshop on mindfulness as a tool to reduce implicit bias.</li> <li>• Try taking a 5 minute brain break- instead of checking email. Look out the window or focus on your breathing.</li> <li>• Check out Project Implicit <a href="https://implicit.harvard.edu/">https://implicit.harvard.edu/</a></li> </ul>	
<p><b>Meeting Adjourned at 3:30 pm</b></p>	
<p><b>NEXT MEETING: Thursday May 11, 2017, Room 52 Bascom Hall</b></p>	<p>All</p>
<p><b>Future minutes:</b> Anne Moser – Aquatic Sciences Center</p> <p><b>Reminder: check agenda for minute takers for each month.</b></p>	