



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

VCRGE Equity and Diversity Committee Meeting

Date: Thursday, March 10, 2016
Start/End Time: 2:00 – 3:30 PM
Location: 52 Bascom Hall

Attendees:	Members:	PRESENT	ABSENT
		Kory Breuer – WID	
	Susan Carpenter – Arboretum	X	
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC	X	
	Isabelle Girard – Biotron	X	
	Tina Gislason – WIPAC	X	
	Toni Gunnison – UW Press	X	
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center	X	
	Sheila Hayden – Institute on Aging		X
	Jim Haugen – WIPAC		X
	Marchel Hill – Molecular Virology		X
	Julie Karpelenia – VCRGE	X	
	Daniel Kleinman – Graduate School		X
	Anne Moser – Aquatic Sciences Center	X	
	Mary-Butler Ravneberg – Graduate School		X
	Jessica Skarlupka – Cell & Molecular Biology		X
	Maria Vasys – SSEC	X	
	Mark Wegener – Arboretum	X	
	Choutae Yang – Waisman		X
Meeting Purpose/Outcomes:			
Scribe	Mark Wegener – Arboretum		
Pre-meeting Preparation:			

----- Minutes ---

AGENDA	WHO
<p>Welcome: The meeting was called to order at 2:03</p>	<p>Chair</p>
<p>Review and approval of December 2015 and February 2016 minutes. Minutes were reviewed and approved (with 1 change to February minutes – “Toni asked about a point in December minutes” – not October)</p>	<p>All</p>
<p>Business</p> <p>Copy of historical committee structure distributed, chair will also distribute by pdf.</p> <p>Miniute-taker list referred to – please make sure to be present, or have alternate present, on designated date.</p> <p>Decision on topic for committee to focus on: Ongoing discussion item. Current schedule – campus-wide diversity survey will be distributed in the fall. We received the recommendation that this group could focus on making sure VCRGE has a very high response rate on survey.</p> <p>There was a previous suggestion that we might feel more engaged if we had a focus/mission during our waiting for campus-wide initiatives.</p> <p>One idea might be to help with onboarding new employees, getting them oriented.</p> <p>Isabelle: Black student coalition asking for action. We could approach groups to see if we might have a role in that action.</p> <p>Rebekah: Attended Outstanding Women of Color event. They are often looking for staff mentors.</p> <p>Deborah H.: We could have groups come to this meeting, get the door open for a discussion of how we might help.</p> <p>Maria: Mentoring is important across the board. The whole idea of mentoring might be good to explore.</p> <p>Julie: Onboarding now requires a peer partner. We have found that it works quite well. I think the Academic Staff office still has the mentor program. Perhaps we could start with the secretary for academic staff.</p> <p>Deborah Hartley to contact Academic Staff office (Heather Daniels) to get update on the status of that process.</p> <p>Re-writing E&D’s committee mission statement: Darrell to try to get someone from Patrick Sims’ office to come and give us an overview of changes in that office. Might help us figure out areas to focus on. Can get their perspective on their expectation for E&D committees. Perhaps something in conjunction with their 10-Part Plan.</p>	<p>All</p>

<p>Meeting dates/times – would there be a better time/day? No preference for change. Will keep day/time as is for now.</p> <p>Other business or topics: One other thing we can do in this group is try to educate ourselves. There was a large turnout for author of Just Mercy. Other books read include Nickel and Dimed.</p> <p>We could bring articles, or current issues, and have a discussion on those topics. One meeting for larger issues, the next meeting for professional development, for example.</p> <p>Patty Loew talked with Primate Research center about Native American relationship to science. Could be a topic for future.</p> <p>TA's are required to take training on equity/diversity. Not employees. It might be worth exploring. Comes from Luis Pinero's office for E&D.</p> <p>Supervisory training for staff has some equity/diversity training built-in.</p> <p>Multicultural Student Center offers some training on E&D related topics. We could ask Patrick Sims what clubs, such as this, we could go to and reach out.</p> <p>Inclusion training is being offered through OHR through the THRIVE program. That might be something we could check out. We could see what it is, see if it is relevant to open up to a wider audience at the Centers.</p> <p>Group could come up with some sort of VCRGE marketing plan to promote the upcoming campus-wide survey.</p>	
<p>Follow up</p> <p>Darrell to contact Patrick Simms office to see if we can get an update from them on their activities, possibly find out what groups on campus we could contact on campus that have E&D related offerings.</p> <p>Deborah Hartley to contact Academic Staff office (Heather Daniels) to get update on the status of that process.</p>	<p>Darrell</p> <p>Deborah</p>
<p>Next meeting agenda items (not discussed this meeting):</p> <p>1) Patrick Simms office update on office activities</p>	<p>All</p>
<p>Adjourned at 3:00pm</p>	

NEXT MEETING: April 14 2016	All
Future minutes: Wayne Davis, BioTech	