



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

OVCERGE Equity and Diversity Committee Meeting

Date: Thursday, November 10, 2016
Start/End Time: 2:00 – 3:30 PM
Location: 5 2 B a s c o m H a l l

Attendees:	Members:	PRESENT	ABSENT
	Kory Breuer – WID		X
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC	X	
	Lizz Epp – RARC alternate	X	
	Jacob Schoville – Biotron	X	
	Tina Gislason – WIPAC		X
	Toni Gunnison – UW Press, Chair	X	
	Darrell Hamilton – PSL	X	
	Deborah Hartley – Primate Center	X	
	Todd Forsythe – Institute on Aging	X	
	Marchel Hill – Molecular Virology	X	
	Julie Karpelenia – OVCERGE	X	
	Eileen Callahan– Graduate School		X
	Anne Moser – Aquatic Sciences Center	X	
	Lauren Weitkamp– Lab. Cell & Molecular	X	
	Maria Vasys – SSEC	X	
Mark Wegener – Arboretum	X		
Choutae Yang – Waisman	X		
Meeting Purpose/Outcomes:	Review minutes, roster, welcome packet, and brainstorm ideas for activities to address diversity issues.		
Scribe	Maria Vasys – SSEC		

----- Minutes ---

AGENDA Topics	Toni
Convene/ Welcome: The meeting was called to order at 2:05 PM with a quorum present.	Chair
Review and approval of October 2016 minutes. Minutes were voted on and approved, with corrections, including the addition of backups Susan Ellmauer (Waisman Center) and Eric Thompson (Space Science and Engineering)	All

<p>Toni asked to delay the report on the E&D Chairs meeting until Darrell arrived.</p>	<p>Toni</p>
<p>Update/Old business- Review committee roster that Julie sent out. Check with your alternate/backup to make sure everything is current. New complete roster will be sent out shortly with updated committee assignments.</p> <p>Review and approval of changes to the welcome packet will be completed via email in the interest of saving time during this meeting, and a revised version was passed out by Julie in Eileen's absence.</p> <p>Natasha Kassulke (room 350) is the Strategic Communications Manager with responsibility for Twitter (@UWISCRsearch) and Flickr accounts. She looks at how these social media tools are used, how often, and if the best tool is being used. There are no restrictions, but guidelines (e.g., appropriate language, hate speech, etc.). Nate monitors these accounts. Currently, UW-Madison is the fourth top tweeting university in the nation.</p> <p>We discussed how to appropriately publicize our interest in E&D. Todd referenced the article in the Daily Cardinal (http://www.dailycardinal.com/article/2016/10/sims-stretched-too-thin-as-universitys-diversity-efforts-falter) that stated the current public perception seems to be that Patrick Simms is the only person on campus working on E&D. Marchel stated that we did not want to trickle down into a black hole with our tweets, but the E&D Committee wants to be more visible. Toni suggested we come up with three takeaways each month. Mark worried if we would have too few in our audience. Deb asked if administrative help is available, and Natasha offered to back us up and help filter our tweets. We asked her to start with an introduction to Twitter as the majority has no experience with this social media.</p> <p>Natasha explained that each tweet can be up to 140 characters with links and photos. It can, therefore, be a great way to share resources and build followers both inside UW and beyond campus. We can publicize events, speakers, and resources, and get the ball rolling or start conversations. @UWDiversity is being used for UW Student Diversity; Patrick is @CDO_UWMadison. We asked how to avoid stepping on toes with all the other E&D Committees on campus yet still remain inclusive.</p> <p>The new OVCERGE website will be rolled out soon, and we discussed how difficult it had been to find our committee on this website. We hoped that the knowledge base would also be updated.</p>	<p>Julie</p> <p>Natasha</p>
<p>Old business: move to next meeting: Changes to the Welcome Packet.</p>	
<p>News/Updates- It was announced that Marsha Malick will attend the April meeting of this committee.</p> <p>Initiatives from the Diversity Forum were discussed. Jacob reported on general education about bias, terms such as active listening, emotional reactions, and checking our assumptions. Tina, who attended WISELI unconscious bias sessions, talked about the differences between explicit and implicit biases.</p>	<p>Toni/group</p>

<p>Marchel discussed that we are not all on the same playing field, and that we need to find a way to talk about our different perspectives.</p> <p>Julie asked for suggestions and proposals. There are lots of classes available on campus, so different options can be found. She suggested that by using targeted language, we can keep conversations on topics to 15-20 people. Timelines and small group facilitation in our centers were discussed. We were referred to the Chancellor's email, sent on August 30, 2016, regarding the campus focus on E&D.</p> <p>We discussed how to bring these issues up in our centers, possibly once each semester, but have to plan out for at least a year, to create useful conversions within our centers. Bias training through WISELI is available, including training the trainers (Eve Fein). Some of their discussion groups, bias workshops, and publications include topics such as Breaking the Bias Habit (College of Engineering), Respect in the Workplace, and a 6-hour training for research mentors and PIs. Division of Continuing Studies can come out to individual centers to facilitate discussions. We discussed if we should have someone come here for a meeting as a test run, and that we needed to start with this committee. Everyone hopes that the climate survey will identify issues so that we could develop a curriculum. Roundtable discussions and brown-bag lunches were suggested as informal means, but facilitation training may be a priority for us.</p> <p>Darrell and Toni discussed the Equity Chairs meeting. Darrell reported on the Hate and Bias pamphlet, and how pleased they were with the student climate survey responses (over 7000); however, he said a Fac/Staff survey was not on the horizon as too many resources are dealing with just the student survey, which was expected to be tabulated by late spring.</p> <p>Subject of communicating what we do as a committee to our HR/Center directors. Toni will have someone design a document that can be sent to HR/Center directors to share after each meeting.</p>	
<p>Adjourned at 3:26</p>	
<p>NEXT MEETING: Dec 8, 2016. Room 52 BASCOM HALL</p>	
<p>Future minutes: Choutae Yang (Waisman Center) Reminder check agenda for minute takers each month.</p>	

ACTION ITEMS FOR NEXT MEETING:

1. Discussion Welcome packet.
2. Subcommittees: Julie will send around the roster with committee assignments and backups for each center. Plan for subcommittee meetings.
3. Web Site - Review and bring suggestions to next meeting.
4. Toni will come up with a template for 3 talking points.
5. Discussion of diversity issues with centers: Toni will send out email summary of ideas discussed. Decide plan at December meeting.
6. Read Evicted.