



## Grad School Equity and Diversity Committee Meeting

**Date: December 11<sup>th</sup>, 2014**

**Start/End Time: 2:00 – 3:00 PM**

**Location: 52 Bascom Hall**

Attendees:	Members:	PRESENT	ABSENT
		Kory Breuer – WID	
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC	X	
	Isabelle Girard – Biotron		O
	Toni Gunnison – UW Press	X	
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center	X	
	Sheila Hessman – Institute on Aging		O
	Anita Herrick – WIPAC		O
	Marchel Hill – Molecular Virology		O
	Andres Mejia – Primate Center		O
	Anne Moser – Aquatic Sciences Center	X	
	Jessica Skarlupka – Cell & Molecular Biology	X	
	Julie Karpelenia – Graduate School		O
	Daniel Kleinman – Graduate School		O
	Nina Porcaro – BioTech Center		O
	Mary-Butler Ravneberg – Graduate School		O
	Maria Vasys - SSEC		O
	Mark Wegener – Arboretum		O
	Choutae Yang - Waisman	X	
<b>Scribe</b>	<b>Jessica Skarlupka, Cell &amp; Molecular Biology</b>		
<b>Pre-meeting Preparation:</b>	<b>Think about what things we would like a facilitator to help us with.</b>		

----- Minutes ----

AGENDA	WHO
<p><b>Welcome:</b> The meeting was called to order at 2:05 by Darrell Hamilton.</p>	<p>Chair</p>
<p><b>Minutes:</b> The minutes were not reviewed/approved because we did not have a quorum.</p>	
<p><b>Business:</b></p> <p><b>1. Diversity Forum Comments</b></p> <p>Darrell attended portions of the recent campus diversity forum and reported that it was a successful event. The opening and closing presentations were very good and the topics at this year's forum were excellent.</p> <p><b>2. Condensed Version of Affirmative Action Plan</b></p> <p>Rebekah reported that she met with Bonnie Sundal from the Office of Equity and Diversity. If asked, there is an affirmative action report that the UW finds important and is supportive of. The Office of Equity and Diversity is currently looking at salary info to make sure there's equity across salaries. Currently, it doesn't look at seniority, though.</p> <p>Toni mentioned that the communications subcommittee wants to put together a 1-page document condensing the lengthy plan into something more user friendly. The communications subcommittee is still working on this, and will update the committee when there's a document in place. They will also add it as a top-level item on the committee website.</p> <p><b>3. Other Committee Reports-Professional Development Subcommittee</b></p> <p>Choutae reported that the professional development subcommittee is in the process on deciding on what topics to pursue. The subcommittee met in November and one potential topic that came up was the HR redesign. The subcommittee is still in discussions and will bring multiple ideas to the overall committee at a future meeting to see what initiatives are priorities for committee members.</p> <p><b>4. Plans for Future Meetings</b></p> <p>Darrell reported that Marsha Mailick is scheduled to talk at February's E&amp;D committee meeting. She will present and there will be time for Q&amp;A following her talk.</p> <p>There were also some questions from newer committee members regarding the annual reports and why they were stopped, etc. The group seemed interested in learning more about the history of the annual report, so Esther Olson could be a good alternate for the January meeting to come talk to the committee about the reports.</p>	<p>Darrell</p> <p>Communications Subcommittee</p> <p>Choutae</p> <p>Darrell</p> <p>All</p>

<p><b>5. What Would we Like a Facilitator to Help us With</b>  Darrell discussed bringing in someone like Darin Harris to come talk to the committee again. As a committee we just need to come up with some specific ideas of what we need. When we have a more concrete idea of what we want, we will be assigned a facilitator to come talk to us. Committee members should email Darrell with any ideas for what we would like a facilitator to help with.</p> <p><b>6. Other</b>  The committee discussed a few other items and Anne brought up revisiting the idea doing a book club. Jessica will contact MB to see if she could share the book list from a previous committee book club she participated in. The committee also discussed if individual centers also have equity and diversity committees within their centers. Some do, some don't. Toni mentioned picking up the idea of sending an email periodically to update the centers on what is going on and to provide updates.</p>	<p>All</p> <p>All</p>
<p><b>Next meeting agenda and action items: Nothing Specifically Set</b></p>	
<p><b>Meeting adjourned at 2:55 PM</b></p> <p><b>NEXT MEETING WILL BE:</b>  <b>January 8<sup>th</sup>, Room 52 Bascom</b>  <b>Scribe: Graduate School</b></p>	

