



Grad School Equity and Diversity Committee Meeting

Date: October 9th, 2014
Start/End Time: 2:00 – 3:00 PM
Location: 334 Bascom Hall

Attendees:	Members:	PRESENT	ABSENT
		Kory Breuer – WID	X
	Wayne Davis – Biotech	X	
	Rebekah Franklin – RARC		O
	Isabelle Girard – Biotron	X	
	Toni Gunnison – UW Press	X	
	Darrell Hamilton – PSL, Chair	X	
	Deborah Hartley – Primate Center	X	
	Sheila Hessman – Institute on Aging	X	
	Anita Herrick – WIPAC		O
	Marchel Hill – Molecular Virology	X	
	Andres Mejia – Primate Center		O
	Anne Moser – Aquatic Sciences Center	X	
	Jessica Karis – Cell & Molecular Biology	X	
	Julie Karpelenia – Graduate School	X	
	Daniel Kleinman – Graduate School		O
	Nina Porcaro – BioTech Center		O
	Mary-Butler Ravneberg – Graduate School		O
	Maria Vasys - SSEC	X	
	Mark Wegener – Arboretum		O
	Choutae Yang - Waisman	X	
Scribe	Wayne Davis , Biotechnology Center		
Pre-meeting Preparation:	Review agenda and October 14, 2014 minutes		

----- Minutes ---	
AGENDA	WHO
Welcome: The meeting was called to order at 2:06 by Darrell Hamilton.	Chair
Minutes: The minutes were reviewed.	All
<p>[action items in bold below]</p> <p>New Business: Presentation</p> <p>Abena P Afriyie from the U.W. Marketing M.B.A. program gave a presentation that was initially given at the Notre Dame Medoza College of Business 8th annual case team competition. The team had to come up with a strategic recruiting program to hire women into four different position levels ranging from MBA to full partner at an imaginary consulting agency.</p> <p>The following aspects of the plan were presented. A clear plan framework must initially be developed prior to doing anything else. The team thought also that it was important to establish an inclusive ecosystem at the work place centered on diversity.</p> <p>Factors that went into the team's plan. Consultants generally work 60 hours or more a week and due to this the company needs to be flexible in allowing balance between work and personal life. The company needs to understand a women's life stages and find their pivotal recruitment moments. Men have a stake in creating an inclusive environment and should be involved in the discussion. The company needs to make sure that the environment is inclusive first then start recruitment. The team also made the following recommendations in their plan: the need for metrics to measure to success in hiring and retention, the need to create custom hiring techniques, the need to build a talent pipeline and grow leaders internally.</p> <p>Some discussion followed on what aspects of the plan could be applied to an environment like the U.W. .</p> <p>Other Business: Discussion on the Town Hall meetings for Diversity Framework occurred. Committee members were encouraged to attend session as they were able.</p> <p>In Lieu of the regular November meeting it was suggested that committee members attend the 2014 campus Diversity Forum.</p>	Darrell

<p>Other Business: The question was raised when do we reach out to Marsha, and see if there is anything she would like the committee to address.</p> <p>There was a question as to whether there was a need to change our committee name to reflect the Vice Chancellor for Research and Graduate Education (VCRGE) titling .</p>	<p>Julia</p>
<p>Next meeting agenda and action items: None</p>	
<p>Meeting adjourned at 3:24 PM</p> <p>NEXT MEETING WILL BE:</p> <p>December 11th Room 52</p> <p>Scribe: Isabelle Girard, Biotron</p>	