



VCRGE Equity and Diversity Committee Meeting

Date: Thursday, March 9, 2017
Start/End Time: 2:00 – 3:30 PM
Location: 52 Bascom Hall

| Attendees: | Members: | PRESENT | ABSENT |
|----------------------------------------|--------------------------------------------|----------------|---------------|
| | Kory Breuer – WID | X | |
| Eileen Callahan – Graduate School | X | | |
| Wayne Davis – Biotech | X | | |
| Liz Epp – RARC | X | | |
| Rebekah Franklin – RARC | X | | |
| Tina Gislason – WIPAC | | X | |
| Toni Gunnison – UW Press, Chair | X | | |
| Darrell Hamilton – PSL | X | | |
| Deborah Hartley – Primate Center | X | | |
| Marchel Hill – Molecular Virology | X | | |
| Julie Karpelenia – VCRGE | X | | |
| Josh Knackert – WIPAC | | X | |
| Anne Moser – Aquatic Sciences Center | | X | |
| Jim Porter – Institute on Aging | | X | |
| Jacob Schoville – Biotron | X | | |
| Maria Vasys – SSEC | | X | |
| Lauren Weitkamp – Cell & Molecular Bio | X | | |
| Mark Wegener – Arboretum | | X | |
| Choutae Yang – Waisman | X | | |
| Scribe | Lauren Weitkamp – Cell & Molecular Biology | | |

----- Minutes ---

| AGENDA | WHO |
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| Welcome: The meeting was called to order at 2:00pm | Chair |
| Review and approval of February 2017 minutes. Minutes were reviewed and approved with the noted corrections. | All |
| Old Business: Workshops Eve Fine joined the committee from Women in Science & Engineering Leadership Institute (WISELI) to discuss two of their workshops: Searching | Eve Fine |

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| <p>for Excellence and Diversity, and Breaking the Bias Habit.</p> <p>Searching for Excellence in Diversity: This workshop has been offered since 2000 and focuses on the faculty/research search committee process. WISELI has found this workshop to be very popular, but when they have tried adapting it for administrative and other positions they found that it did not translate well. They are hoping to try this again, but currently it only focuses on faculty search committees. Because of this, WISELI has been working to create a new workshop based more generally on bias (Breaking the Bias Habit).</p> <p>The workshop is done in two two-hour sessions (session one in September/October and session 2 in November/December) in order to match the typical faculty search process and require accountability from search committees. Workshop attendees have found the part of the workshop that focuses on increasing awareness of unconscious bias and assumptions and their influence on the evaluation of candidates, as well as evidence-based strategies for minimizing the influence of bias, to be the most valuable parts of the workshop.</p> <p>Breaking the Bias Habit: Since 2010, WISELI has offered a workshop on gender bias, and in the past year has begun expanding the workshop to apply more broadly to racial and other biases. The workshop has been done at the department level, and they have found improvements within the departments, including in climate surveys after the workshop. The workshop focuses on unconscious or implicit bias by first making attendees aware of their biases, then giving strategies for overcoming bias habits. They are beginning to offer the workshop to more groups, and it would be possible to offer to OVCRGE centers. It is done in a 3-hour workshop, and tends to work best with about 20-30 attendees but can be done with up to 60 attendees.</p> <p>Committee discussion: The committee viewed both workshops as valuable, but the Breaking the Bias Habit workshop seemed to be more applicable to the OVCRGE centers. The committee plans to use this workshop as one of the workshops offered to its centers.</p> <p>Marchel reported that she and a couple other members of the committee attended a CALS Equity and Diversity Lunch and Learn Session on microaggressions presented by Gabe Javier (LGBT Campus Center). At the event, Gabe agreed to try to find a date to present to the committee. The committee agreed that because of Gabe's busy schedule, we should schedule him for an event with the OVCRGE centers when possible. Marchel planned to try to schedule something for July.</p> | <p>Marchel</p> |
| <p>New Business/Updates:</p> <p>Equity and Diversity Chairs meeting</p> | |

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| <p>Toni reported on the main points from the March Equity and Diversity Chairs meeting. As part of the Diversity Inventory Project, divisions across campus are encouraged to submit diversity activities they participated in during Academic Year 2016 at diversity.wisc.edu/dip. The other main agenda item at the meeting was a presentation on Gov. Walker's proposed budget by Crystal Potts, the university's Director of State Relations.</p> | <p>Toni</p> |
| <p>New Business/Discussion:</p> <p>Toni presented a draft document that includes ideas for diversity activities that the committee could distribute to centers. The document includes ideas, ranging from smaller time commitments to larger time commitments, that centers and individuals could use to improve diversity within their units. Members provided some ideas to add to the document, and Toni asked the committee to submit comments to her before the April 13 meeting, to be finalized at the May meeting.</p> <p>Toni is also working on compiling a list of the committee's accomplishments to present to the chancellor at the June meeting and asked members to email ideas to her.</p> | <p>Toni</p> |
| <p>Adjourned at 3:30 pm</p> | |
| <p>NEXT MEETING: April 13, 2017, Room 52 Bascom Hall</p> | <p>All</p> |
| <p>Future minutes: Mark Wegener (Arboretum) Reminder: check agenda for minute takers for each month.</p> | |