

**Chancellor’s Council on Diversity and Inclusive Excellence Meeting**

**December 15, 2017, 9-10 am**

**1965 Room**

**Minutes**

**Members (voting) present:** Eric Arneson, Vice Chancellor of Student Affairs and Campus Climate (co-chair), Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Academic Staff: Mai Lo Lee, Interim Director AIC, Faculty: Mary Gichobi, Assistant Professor, (open position); Associate Professor, Jagadeep Thota, Assistant Professor; Melissa Nash, Human Resources, University Staff: Theresa Mullen, Academic Department Associate; Students: Selena Deer

**Ex-officio Members (non-voting) present:** Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; Doug Hensler, Dean Cofrin School of Business; John Katers, Dean College of Science and Technology, Chuck Rybak, Interim Dean, College of Arts, Humanities & Social Sciences; Kate Burns , Associate Professor

1. UW System Task Force on Campus Climate: long discussion occurred on numbers 1, 2, 3, 4, 5, and 6, did not discuss number 7. Numbers 1, 2 and 6 were approved with minor editing changes with number one to include a deadline within one year for completion of the Equity Level 1 Certificate program.

Regarding number 1: leadership will include Chancellor, Vice Chancellors, Associate Chancellors, Deans, Directors, Chairs and Supervisors (supervisors definition per HR’s of ongoing staff)

Recommend that for number 6, resources be discussed further in future, otherwise it is approved. Information will be provided to committee what is provided for level 1 Workshop 1 and 2.

1. Number 3, 4 and 5 were tabled for further discussion at the next meeting. Number 3 need further discussion if the current CCQs will provide the right means of students providing feedback, or if a proposed pilot of anonymous evaluation surveys about inclusivity should be used. CCQs from each college will be brought to the next meeting to educate on what is currently being asked within CCQs. Number 4, the statement will be added to original draft “include in position description.” Number 5 still needs short discussion concerning how training is implemented to finalize discussion.
2. Number 6 is approved but there are still some questions on who will pay for marketing in specific diverse publications and which ones are recommended.
3. Number 7 was tabled and needs further discussion.

**Proposed Recommendation for Chancellor Miller (DRAFT)**

**To be reviewed and discussed on December 15, 2017**

In the spirit of the University’s guiding principles to “ support a community devoted to diversity/Inclusivity of thought and experience, The Chancellor's Council on Diversity and Inclusive Excellence will provide the Chancellor with advice and recommendations will promote a learning community that pursues and embraces equity, diversity and inclusion. Therefore, the Chancellor's Council on Diversity and Inclusive Excellence recommends to the Chancellor the following initiatives:

The goal of UWGB to be inclusive of our students and employees requires our campus to take specific actions to increase diverse student enrollment, engagement and graduation from our campus. The Chancellor’s Advisory Committee for Inclusive Excellence recommends to the Chancellor that UWGB:

1. Requires all leadership including the Chancellor, Cabinet and upper level leadership to complete the Foundation Workshops that are the core classes of the Inclusivity and Equity Level 1 certificate program;
2. highly recommends that faculty and staff complete the Inclusivity and Equity Certificate Level 1 Workshops 1 and 2 (also referred to as the “Foundation Workshops”) and complete the Inclusivity and Equity Level 1 program;
3. requires that CCQ’s would have an evaluation question that asks students if the faculty /lecturer conducts a classroom that is inclusive of diverse students;
4. requires that all employee evaluations contain at least one criteria addressing the employee’s inclusive work behavior;
5. will have mandatory implicit bias training for all individuals before they can participate in search and screen committees and
6. will increase marketing in locations read by diverse populations, so they are aware of open positions;
7. requires that applicants for new positions at UWGB should be asked during the interview process “How they have engaged in inclusivity”.

Next meeting date: January 26th, 2018 10:30am-11:30am in room 1965