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

**October 24, 2017, 9:30-10:30 AM**

**Minutes**

**Members present:** Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Academic Staff: Mai Lo Lee, Interim Director AIC, Michael Casbourne, TRIO/Pre-college, Mary Gichobi, Assistant Professor, Melissa Nash, Human Resources, University Staff: Theresa Mullen, Academic Department

Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; Chuck Rybak, Interim Dean, College of Arts, Humanities & Social Sciences; Kate Burns , Associate Professor

1. UW System Task Force on Campus Climate: The attached summary was presented to President Cross from the UW System committee. The IE committee made several suggestions on what our campus should focus on:

Campus Climate survey done every three years.

We need an IE community sub-committee.

New employees-discuss diversity during interview process and require IE level 1 certificate.

Can the IE committee highly recommend or mandate certificate training.

Faculty needs merit/promotion incentive for training in inclusivity and equity.

IE training should be mandatory of all leaders, chairs and deans.

Training on language that is offensive prior to IE level 1 certificate.

All employees prior to being on a Search and Screen committee must have implicit bias training.

The IE committee should be aware of all programs/events that are being held about cultural climate on our campus.

2. Update on subcommittees:

Inclusive Workplace: Melissa Nash, HR. Promoting resource groups and creating implicit bias training.

3. Inclusivity and Equity Certificate Program: Stacie Christian.

Updated on Level 2: creating strong base for more individual involvement: lead a book discussion, write about an event….

Lynn Niemi, Michael Casbourne, Melissa Nash, Courtney Sherman and Stacie Christian are on the committee.

Nov. 15th is the All Campus Roundtable. It will be in Phoenix A&B with one hour sessions from 12pm-2pm

Next meeting date: 11/14/2017, 11 am to noon, University Union, 1965 Room