

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

**November 14, 2017, 11am-noon**

**1965 Room**

**Minutes**

**Members 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, Michael Casbourne, TRIO/Pre-college; Faculty: Melissa Nash, Human Resources, University Staff: Theresa Mullen, Academic Department Associate

**Ex-officio Members present (non-voting):** Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; John Katers, Dean College of Science and Technology, Chuck Rybak, Interim Dean, College of Arts, Humanities & Social Sciences

UW System Task Force on Campus Climate: Proposed Recommendation for Chancellor Miller

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 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 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 “How they have engaged in inclusivity”.