



UW-Green Bay Council for Equity, Diversity, and Inclusion
Monday, October 19, 2020, 1-2 pm
Microsoft Teams Meeting

Minutes

Members present (voting): Corey King, Vice Chancellor of University Inclusivity and Student Affairs; Melissa Nash, Assistant Director, HR/AA Officer (co-chair); Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Mai Lo Lee, Director MESA; Michael Casbourne, TRIO/Pre-college; Mary Gichobi, Assistant Professor; Courtney Sherman, Associate Professor; Jagadeep Thota, Assistant Professor; Theresa Mullen, Academic Department Associate; Mark Olkowski, Dean of Students

Ex-officio Members present (non-voting): Michael Alexander, Chancellor; Kate Burns, Interim Provost; Gail Sims-Aubert, Assistant Vice Chancellor of Student Affairs; Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; John Katers, Dean College of Science, Engineering, and Technology; Chuck Rybak, Dean College of Arts, Humanities & Social Sciences; Cindy Bailey, CEO Marinette; Jamie Schramm, CEO Sheboygan/Manitowoc; Susan Grant Robinson, Cabinet Liaison for Internal Affairs; Caroline Boswell, Director of CATL; Kris Vespia, Associate Professor; Heidi Fencel, Professor; Darrell Renier, Director Academic Advising; J.P. Leary, Associate Professor

Not present: Matt Dornbush, Rachele Bakic, Rupinder Kaur, Melissa Betke

1. Welcome: Dr King thanked everyone serving on this council for the important work you do. He will be the champion for this committee. Melissa and Stacie will continue as co-chairs for this committee. Thank Chancellor and the community for this opportunity. Dr. King met with all the subcommittee chairs to discuss:
 - Revisit our strategic goals to make sure they are clear and transparent.
 - Reconfirm membership for the subcommittees to see if there is expertise at each of the tables and don't have the same people on multiple committees.
 - Reaffirm their membership to see if there are other people that should be on the committee.
 - Subcommittees need to come up with 3-5 objectives for their goals on how you are going to carry out that goal. Be clear, transparent and action oriented. Ultimately ending up with 18-30 objectives that will be put into the strategic plan for 2020-2023.

We will be working with EAB which is company that is going to help us develop KPI's
KPI is our key performance indicators, which will guide our work and show our progress.
In the next few weeks we will have a reporting tool that will be consistent across all
committees to use.

Dr. King recommends that the Council meeting meet quarterly, seeing that the
subcommittees will be meeting more often.

Unanimous votes to move the Council's meeting to quarterly.

2. Review and approval September minutes: Approved

3. Updates:

a. Cultural Connections (**Melissa**)

Training for all employees by Dr. Nicole Robinson. We are offering four different sessions
in the month of October. We will be providing a feedback tool for this training. The
second IDI self-evaluation will start the end of this month or early November. This cohort
will be GBOSS, HR, Marketing, University Communications and department chairs.

b. Speak Out Summer Institute Follow-up (**Stacie/Susan**)

There are 10 recommendations based on the discussions over three sessions. The
recommendations were given to Dr. King.

c. EAB Equity Audit & Support: Discussion (**Melissa/Stacie**)

This is an internal tool for tracking what we are doing regarding inclusivity in relations to
other campuses. Have a central way to look at what we are doing/accomplishing.

4. Strategic Planning goals 2020: Work Group Updates

Goal #1: Melissa Nash, Mai Lo Lee & Jamie Schramm:

Have completed Dr. King's requests and submitted. One of the initiatives is to have
testimonials from a diverse couple of UWGB employees to be placed on the HR
website.

Have divided into three sub groups: branding, recruitment and retention.

Goal #2: Kris Vespia & J.P. Leary

Made revisions on our goals and to action items. Working on some sort of draft
language on EDI work for faculty not just staff. Started talking about "train a trainer"

Coming up with writing for a grant or stipend to have trainers to have them continue to do training and make it sustainable. Possible partnership with CATL as a fellowship through the academic departments.

Goal #3: Courtney Sherman & Melissa Betke

Hoping to meet sometime this week to solidify goals for Dr. King. Working on a mentoring of women of color initiative. One possible goal is to reach out to contacts on campus to see what is happening, put it in one communication and develop from there.

Goal #4 Matt Dornbush & Susan Gallagher-Lepak

The updates have been sent to Dr. King. Increased enrollment goals are: increased partnerships, developing financial literacy preparing for college for middle and high school students and identifying barriers to higher education.

Goal #5 Caroline Boswell, Vince Lowery & Darrel Renier

Revisited and revise goals. We need data to understand the students experience. Look at retention rates from 1st year, second year etc. Fellow that could work with programs that is specific to their disciplinary department.

Goal #6 Mike Alexander & Corey King;

Subcommittee is picked and confirmed with a mix of people from campus and external.

5. Other Updates: as needed-no reports this month
 - o Employee Resource Groups: Melissa Nash (no report)
 - o Inclusivity & Equity Certificate- online opportunities: Stacie Christian
Just trained a group of students this past week.

New Business

All Campus Roundtable (**Stacie**) for all four campus. One question is on safety, 2nd engagement on campus climate and feeling comfortable. Noon to 1pm on November 9th.

EDI Draft Review and Discussion: Great Lakes (**Stacie**) Will email out to council for opinions.

6. Adjourn

Next meetings: TBA in February