



Chancellor's Council on Diversity and Inclusive Excellence Minutes
Wednesday, April 22, 2020, 10:00-10:30 AM
Microsoft Team

Members present: Gail Sims-Aubert, Interim Vice Chancellor of Student Affairs and Campus Climate, Melissa Nash, Human Resources (co-chair), Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Academic Staff: Mai Lo Lee, Director MESA, Michael Casbourne, TRIO/Pre-college Chancellor Michael Alexander: Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; Matt Dornbush Dean Cofrin School of Business; Interim Provost Kate Burns, Jamie Schramm Sheboygan

Excused: Interim Chancellor Sheryl Van Gruensven, Sherman, Theresa Weise, Jagadeep Thota, Mary Gichobi

Guest: Provost, Soon-to-be Chancellor Mike Alexander

Provost Alexander thanked the council for all of our work and indicated he was grateful to have Kate Burns and Gail Sims-Aubert working on the Chancellor's Council. The Provost noted how important the council's work is to the future success of the campuses and the importance of making change to keep the campus going for the future. He identified that ongoing strategic planning should transition to action for Diversity & Inclusion quickly. The Provost noted that collectively we, and our campus, need to be working in the right direction for the university's sustaining success. Action: Co-chairs Melissa and Stacie will send updated strategic plan to Mike Alexander and schedule meetings each month this spring and summer.

Strategic Planning goals revision moved to fall 2020: Melissa Nash

We have five broad goals that we feel good about. The subcommittees working on each goal need come up with action items. After discussion within the Council, it was identified that there will be no summer break for the Council, and the sub-groups will be working through the summer to move forward with identification of action items related to each strategic planning goal.

Subcommittee Updates:

Inclusive Classroom-new chair for fall 2020: Kate Burns

Met early March and have decided that someone from CATL should be an ex-officio member of the council. Would like to have a university staff be a part of the committee.

Looking for a replacement for Kate's position as Inclusive Classroom chair.

Inclusive Workplace: Melissa Nash

Inclusivity and Equity statements are on job postings. Future steps are to include I&E criteria in position descriptions (to be aligned with the T&TC Project) and in performance evaluations for AS/US (to be aligned with a new online performance management module).

Employee Resource Groups: Melissa Nash

Funding for ERG groups has been approved by University Advancement. There will be a full ERG-facilitator meeting in a couple of weeks to outline procedures for request of funding.

Inclusivity & Equity Certificate- online opportunities: Stacie Christian

The IE Certificate Program Level 3 is in the development phase. This Level will require community work. One example: advisors would be involved with middle or high school students to mentor or teach about college preparedness. Developing Canvas online training for level 1 that will be available by mid-May.

Student IE Certificate: Michael Casbourne

Completed prototype Student Leader Foundations training for student leaders in March and received great feedback. Next Foundations class scheduled 9/25/20. NWTC wants to be involved and do some of the presentations.

A student support council has been created and will collaborate with the student IE certificate subcommittee.

Graduating seniors will receive a certificate once they complete requirements and will receive a special cord to wear at graduation.