Chancellor's Council on Diversity and Inclusive Excellence Meeting
Thursday, May 14, 2020, 1-2 pm
Microsoft Team

Minutes

Members (voting): 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; Faculty: Mary Gichobi, Assistant Professor; Courtney Sherman, Associate Professor; Jagadeep Thota, Assistant Professor; Theresa Mullen, Academic Department Associate; Students: Two open positions

Ex-officio Members (non-voting): Michael Alexander, Chancellor, Kate Burns, Interim Provost, Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; Matt Dornbush Interim Dean Cofrin School of Business; John Katers, Dean College of Science and Technology, Chuck Rybak, Dean College of Arts, Humanities & Social Sciences; Rachele Bakic, CEO Manitowoc; Cindy Bailey, CEO Marinette; Jamie Schramm, CEO Sheboygan.

Excused: Kate Burns, Michal Casbourne

1. Welcome by Stacie, Melissa, and Chancellor
2. Strategic Planning goals 2020: Melissa and Stacie provided quick overview of Draft Diversity and Inclusion Report. Stacie is contacting academic programs and student service departments to gather top 5-6 inclusive initiatives completed within July 2017, and June, 2020. Goal to have completed by end of July if all individuals respond.
3. Review of 2020-2023 Diversity and Inclusion Strategic Plan: Melissa/Stacie

Goal #1) Co-Chairs: Melissa Nash & Jaimie Schramm. Committee member: Mai Lo Lee
   - More members needed
   - Actions & Benchmark need to be developed to measure success
     - Inclusivity, Marketing and HR met to discuss branding ideas
   - Summer meeting: Actions identified leading into Fall semester

Goal #2) Prof Development: Co-Chairs: Kate Burns & Kris Vespia Committee Members: Mary Gichobi, Jagadeep Thota; Brainstorm: other members might be Caroline Boswell, Nicole LaGrow, Lynn Niemi, Claudia Guzman, Clif Ganyard, Gail Sims-Aubert
   - Initial meeting in February.
   - Caroline: follow up with Clif

Goal #3) Co-Chairs: Michael Casbourne & Courtney Sherman; Committee members
John Katers; Brainstorm: other members might be Kathy McKee, Jennifer Ronsman, Chuck Rybak, Megan Dufrane-Groose, Adventure North, Cindy Baily, Tammy Clausen, Social Work,
  - Increase Enrollment and attachment to Community
  - List of Communities we don’t have close ties to

Goal #4) Co-Chairs: Matt Dornbush & Susan Gallagher-Lepak; Committee member Jenelle Holstead; Brainstorming other members might be: Karen Stahlheber, Pooja Agarwal, Christin DePouw,
  - Need to talk about details to start process

Goal #5) Co-Chairs: Caroline Boswell, Michael Casbourne, Heidi Fencl
  - Taking stalk of being successful
  - Susan G-L: Gaps in the Past:
    - Equity score card; info great but outdated

Goal #6) Committee Engagement: Chair: Chancellor Alexander
Brainstorm Co-Chairs: Kelly Strickland, David Curey, Allison, Lisa Poupart, Mary Sue Lavin, Loa Por
  - Will develop plan on how to do this in a systematic way
  - $25,000 from System; can be used for work group

4. Homework:
   - Bring ideas of which communities we can increase relationships, for example Saudi community
   - If already have not done so, bring typed list of 5-6 inclusive items your area has completed from July, 2017-June, 2020 for Stacie to include in the Diversity and Inclusion Report to be completed by, July 2020

5. New Business with COVID-19:
   - Chancellor: Speak to Community
   - Need to be part of solution
   - Work of this group is very important

6. Subcommittee Reports:
   Kris Vespia:
   - Working on student survey
   - Academic issues
   - 2/3 of students reporting; computer & internet issues

7. Subcommittee Updates:
   Inclusive Classroom-new chair for fall 2020 will be announced at next meeting
   Inclusive Workplace: Melissa Nash, provided update of work completed
Employee Resource Groups: funding for groups is now available Melissa Nash
Inclusivity & Equity Certificate- online opportunities being developed Stacie Christian
Student IE Certificate: Michael Casbourne-no report

8. New Business
   Concerns/ideas due to changes from COVID-19. General discussion

9. Adjourn

Next meetings: June 11, 2020 1-2 pm
   July 9, 1-2 pm
   August 13, 1-2 pm