



Chancellor's Council on Diversity and Inclusive Excellence Meeting

Thursday, July 9, 2020, 1-2 pm

Microsoft Team

Agenda

Members (voting): Gail Sims-Aubert, Interim Vice Chancellor of Student Affairs and Campus Climate; Melissa Nash, Assistant Director, HR/AA Officer (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: Rupinder Kaur, Pride/IE intern; one open position

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, Engineering, and Technology; Chuck Rybak, Dean College of Arts, Humanities & Social Sciences; Cindy Bailey, CEO Marinette; Jamie Schramm, CEO Sheboygan/Manitowoc; Caroline Boswell, Director of CATL; Kris Vespia, Associate Professor; Heidi Fencel, Professor; Rachele Bakic, Executive Director of Admissions

1. Welcome 1 minute
2. Introduction of Pride/IE intern: Rupinder Kaur 2 minutes
 - IE intern. Liaison between council and the students. Join committees – will be joining one of the work groups for IE strategic planning
3. Review and approval June minutes 2 minutes
 - Minutes approved
4. Committee Name Change 5 minutes
 - UW-Green Bay Inclusivity, Equity, and Access Council
 - UW-Green Bay Council on Diversity and Inclusive Excellence
 - Phoenix IDEA
 - Phoenix Inclusion, Equity, and Access
 - Submit ideas to Stacie and we will do a qualtrics survey for the group to vote.
5. SpeakOut Summer Institute 3 minutes
 - Registration for UW-Green Bay ended yesterday (July 8th)
 - Officially registered 132 individuals – total investment from Provost/Student Affairs is \$5,174.40
 - Email went out today with a pre-test to help with identifying baseline. Participants attend July 13-16 to virtual institute (also recorded). Will be sending out a post-test identifying areas of opportunity for our campus.

6. Leadership IDI career development training
SA, Business and Finance, Academic Affairs, and Other areas

5 minutes

- Chancellor is reviewing options for all-campus training
 - Broad training in department meetings and staff groupings
 - IDI training for targeted groups (administration, budgetary chairs, GBOSS/Advisors, Human Resources, MUC)
- Rachele – attended a virtual conference with a dynamic presenter:
 - Building Winning, Welcoming, and Inclusive Institutions Millennium Park Auditorium Dr. Shirley Davis—President, SDS Global Enterprises Inc. Many institutions and organizations tout how much progress they have made in their diversity efforts because they have recruited more diverse talent and offered D & I training. But if achieving representation, counting heads, and raising awareness is all that you do, and you don't have a welcoming or inclusive workplace culture, your efforts will not be sustainable. Furthermore, the COVID-19 pandemic and recent events around social justice have required us to change our thought processes as well as our efforts around accessibility and inclusivity. So what does it take to create a winning and inspiring workplace culture that rocks—one that attracts top talent, increases performance and engagement, fosters collaboration and trust, and creates a WOW experience that makes great employees, faculty and students want to stay? In this high-energy and engaging keynote, Dr. Shirley Davis, CSP, SHRM-SCP, SPHR will share the latest research and innovative strategies for how winning cultures are created and how they lead to significant benefits for the institution as a whole, as well as its faculty, staff, and students. Attend the session to listen, learn, engage, and walk away with practical tips on how you can contribute to building a welcoming, winning, and inclusive workplace culture.

7. Strategic Planning goals 2020: Committee Updates
Regarding "How" committees want to move forward

40 minutes

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

- Mai, Jamie, Melissa have met three times in the past month
- Committee fully formed at this point
- Dividing into three topic areas: Recruitment, Retention, and Branding
- Full committee group is 7/28/2020

Goal #2: Kate Burns & Kris Vespia

- Co-chairs are Kris Vespia and JP Leary
- Full committee is meeting for the first time on July 24th
- Varied representation from across campus. Still may need a student representative
- Living and Learning – do we have enough representation to address both aspects
- Commuter students – should that be a focus as well?

Goal #3: Courtney Sheman & TBD

- Has pulled together the committee. Updates are in the revised strategic plan.
- Still need a co-chair
- Discussing the inclusion of "businesses" in the goal

Goal #4 Matt Dornbush & Susan Gallagher-Lepak

- Susan & Matt meeting weekly to talk about the goals
- Subcommittee is set and working groups are populated
- Draft budget for each of the different subcommittees

- Timeline for rolling out the work of the full committee and subcommittees is coming
- Three topic areas are increasing the student pipeline, addressing the financial barrier to higher education, addressing the community barrier to higher education
- Drafted action items; subcommittees will refine

Goal #5 Caroline Boswell & Darrel Renier

- Updates in the revised strategic plan

Goal #6 Mike Alexander & TBD

- Building the work group currently
- Chancellor looking to align this group with what the COT is doing

8. Subcommittee Updates: as needed-no reports this month NA

Inclusive Classroom-Kris Vespia & Heidi Fencil (no report)

Inclusive Workplace: Melissa Nash (no report)

Employee Resource Groups: Melissa Nash (no report)

Inclusivity & Equity Certificate- online opportunities: Stacie Christian (no report)

Student IE Certificate: Michael Casbourne (no report)

9. New Business

July 29th and August 5th – Kris Vespia putting together trainings regarding mental health considerations when working with students. Geared towards staff. Information will be going out in the LOG soon.

10. Adjourn

Next meetings: August 13, 1-2 pm