Chancellor's Council on Diversity and Inclusive Excellence Meeting
Thursday, August 13, 2020, 1-2 pm
Microsoft Team
Minutes

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

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 Fencl, Professor; Rachele Bakic, Executive Director of Admissions, Darrell Renier, Director Academic Advising, JP Leary, Associate Professor, Rupinder Kaur, Pride/IE intern: one open position

Guests: Rachel Tanner, Melissa Robertson from EDI

1. Welcome   1 minute

2. Review and approval July minutes   2 minutes

   Did not approve. Will approve July and August minutes at the September meeting.

3. Updates: 15 minutes
   a. All-campus training for this coming academic year
      All employee training facilitated by an external resource. Will be held in a department meeting for faculty/instructional staff and 4 meetings for non-instructional staff. Intercultural Development Institute (IDI) training for specific stakeholders in two cohorts this year. Hope to expand on this group in future years.
   b. Committee Name Change:
      Proposed name is: "UW-Green Bay Council for Equity, Diversity, and Inclusion"
      Agreed upon
   c. Speak Out Summer Institute Follow-up
      Working on developing a post-institute engagement opportunity. Stacie Christian will facilitate hopefully in August.

d. [We Support You](#) is live! – developed by Al Ritchie

4. EAB Equity Audit & Support: Rachel Tanner and Melissa Robertson   15 minutes
   Technology difficulties. They will send information in the coming days.

5. Strategic Planning goals 2020: Committee Updates   25 minutes
   Goal #1:   Melissa Nash & Mai Lo Lee & Jamie Schramm
   Met as a full group a couple of weeks ago. Work group is comprised of faculty and staff with significant talent in the areas of recruitment, retention, and marketing/branding. Divided the work group into subgroups (Recruitment, Retention, and Branding) and will be holding subgroup meetings in the next couple of weeks.
   Goal #2:   Kris Vespia & J.P. Leary
   Good first full-group meeting with discussion about action items that may be possible. Trying to figure out with mandatory training how this fits together. Identified objectives. Sent out survey to group to identify what will be important for this year. Rising to the top:
   - Supporting focused topic-specific professional development (micro-trainings) for topics such as microaggressions.
   - Working on some sort of central location or repository of resources for faculty/staff.
   - Working on getting inclusivity work as part of PAR.
   - Train the trainer for the IE certificate so it is not just Stacie offering trainings. Several people who had never heard of IE Certificate.
   - Finding ways to increase visibility of the programming that we do have so people take advantage.
   Will be overlap with working group 3 in some areas, so they are looking forward to connecting with that group.

   Goal #3:   Courtney Sherman & TBD
   Have not had first meeting yet. Will happen in August.
   Goal #4   Matt Dornbush & Susan Gallagher-Lepak
   Not quite as much activity as with previous updates. Scheduled a meeting with the full work group. Will go through draft goals and objectives during that meeting.
   Goal #5   Caroline Boswell & Darrel Renier
   Met twice and will be meeting again this week. Want to be able to determine baseline from which to measure improvement, and they held discussions about what that baseline may look like. They are conscious about ensuring that data is both quantitative and qualitative. They are interested in student experience and how that lends to retention. Looking for ways to collect that student experience data. They also want to look at classroom retention data. Want to work with Goal #4 to determine relationship between recruitment and retention. Can there be overlap in data collection? Good to be able to have dashboard for data collection so that we are not asking IR for the same things. Purpose of gathering information is to see what we have so that we move on and see if we are missing things. Information isn't the end goal, the goal is what that data tells us.

   They understand that many initiatives are grassroots, and they want to make sure the people doing the work feel seen and heard.
   Goal #6   Mike Alexander & TBD

Had a Council of Trustees executive committee meeting where they talked about the task force for Social Justice. Have great representation on the committee. Cordero Barkley will be heading the committee and Melissa Nash will be the University Liaison.

6. Subcommittee Updates: as needed-no reports this month   NA
    o   Inclusive Classroom-Kris Vespia & Heidi Fencl (no report)
    o   Inclusive Workplace: Melissa Nash (no report)
    o   Employee Resource Groups: Melissa Nash (no report)
    o   Inclusivity & Equity Certificate- online opportunities: Stacie Christian (no report)
    o   Student IE Certificate: Michael Casbourne (no report)

7. New Business   2 minutes
    Suggestion to publicize who is in the work groups now that they are finalized. Melissa will get an email out to leads today in order to develop a finalized document.

    Kris Vespia did mental health trainings. Has a list of powerpoint slides that have mental health resources and she is happy to share them. Will connect with Al Ritchie as well.
8. Adjourn

Next meetings: September TBD