



**UW-Green Bay Council for Equity, Diversity, and Inclusion
Tuesday, September 15, 2020, 2-3 pm
Microsoft Teams Meeting**

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 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; Melissa Schleicher, Outreach Specialist CECE; Rupinder Kaur, Pride/IE intern: one open position

Not present: Heidi Fencl

- o **Welcome** 1 minute
- o **Review and approval July & August minutes** 1 minute
Approved, any recommended changes send to Melissa Nash.
- o Updates: 15 minutes

a. All-campus training update for this coming academic year (Melissa)

Two professional development opportunities being offered in accordance with the Chancellor's email from August 12th:

- Intercultural Development Inventory (IDI) Training – facilitated by Andrea Huggenvik (Green Bay YWCA)
 - o 2 Cohorts of participants (targeted stakeholders)

- Cohort 1 launched in February: includes Cabinet, Supervisors Reporting to Cabinet, and Academic Advisors
- Cohort 2 will launch in October/November: includes HR, Marketing & University Communication, GBOSS, and Academic Department Chairs
- Cultural Connections – facilitated by Nicole Robinson
 - Required training for all ongoing employees
 - Faculty/Instructional Staff will go through this training with their departments. Melissa has worked with department chairs to coordinate schedules. Temporary Instructional Staff will be offered the opportunity but is not required to attend.
 - Non-Instructional Staff will have a choice of four times to go through the training
 - All training dates will happen in October
 - Marketing campaign will be implemented later this week or early next week to introduce the facilitator, get everyone registered for the trainings, arrange meeting requests, etc.

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

Had their first meeting with two more to follow. Great discussion with several suggestions on updating/reviewing mission statement, land recognition etc. Will write up notes and share with the council.

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

- Rachel Tanner (from EAB) sent a list of resources to the full council on August 17th
- These resources are geared towards the Strategic Planning Work Group Leads, as the resources are intended to support initiatives being planned by each of those groups
- Stacie and Melissa have a follow-up meeting on September 23rd with Rachel. If there are additional questions or feedback you would like to provide to EAB, please email Stacie or Melissa
- Rachel will likely be coming to an upcoming meeting (potentially November), and we may schedule an earlier meeting with Rachel and the work group leads.

d. Teams Group with editable documents (Loretta)

A CEDI group has been created in Sharepoint and on Teams. All pertinent documents and minutes will be in the group folder, with members having access to editing and uploading documents. Council approved putting the agendas in the group documents folder instead of emailing them.

e. Reminder: work group leads send committee membership to Melissa (Melissa)

Melissa would like the names of employees on working groups 4 and 6.

f. Classroom and Workplace Subcommittee decisions to disband (at least temporarily) (Melissa/Kris)

Subcommittee and working group are duplicating efforts. Subcommittee will disband and will be brought back if and when needed.

o **Strategic Planning goals 2020: Work Group Updates**

25 minutes

Goal #1: Melissa Nash & Mai Lo Lee & Jamie Schramm
Sub committees have met, big group meeting soon.

Goal #2: Kris Vespia & J.P. Leary
Faculty suggested meeting with CATL to see how goals over lap with working group. Book suggestion, Me and white supremacy <https://www.meandwhitesupremacybook.com/>

Goal #3: Courtney Sherman & Melissa Schleicher
No report

Goal #4 Matt Dornbush & Susan Gallagher-Lepak
Goals and timelines divided into subgroups, whole group will meet in November.

- Increasing the student pipeline: *Rachele Bakic (Lead)*, Mathew Dornbush, Jamie Schramm
- Financial Barrier: *Allen Voelker (Lead)*, Jason Mathwig, Mussie Teclezion
- Community Barriers: *Susan Gallagher-Lepak*, Erin Van Daalwyk, Jena Landers (*Lead*), Erin Giese

Goal #5 Caroline Boswell & Darrel Renier
Has created four sub groups focusing on recruitment, retention, co-curricular experiences and students' voices.

Goal #6 Mike Alexander & TBD
Chancellor Alexander thanked Kate Burns for working on the recruitment of Corey King. Looking forward to working with him and his involvement with this council. Has formed a Council of trustees for goal #6.

o **Other Updates:** as needed

1 minute

Rupinder Kaur is working on recruiting students for focus groups. Has most positions filled just need for a few married and graduate students.

Employee Resource Groups: Melissa Nash
Funding is available for ERG groups. Contact Melissa Nash for information.

Inclusivity & Equity Certificate- online opportunities: Stacie Christian

Foundations training was done for a group in Admissions. There are opening on Thursday Sept. 17th for Foundations training if interested. Classes will be offered in the fall for students.

Student IE Certificate: Michael Casbourne (no report)

- New Business

2 minutes

- Adjourn

Next meetings: October TBD