

**UW-Green Bay Council for Equity, Diversity, and Inclusion**  
**Thursday, February 4, 2020, 10-11 am**  
**Microsoft Teams Meeting**  
**Minutes**

**Members present:**

Corey King, Vice Chancellor of University Inclusivity and Student Affairs; Melissa Nash, Director, HR/AA Officer (co-chair); Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Mai Lo Lee, Director MESA; Michael Casbourne, TRIO/Pre-college; Mary Gichobi, Assistant Professor; Courtney Sherman, Associate Professor; Jagadeep Thota, Assistant Professor; Theresa Mullen, Academic Department Associate; Mark Olkowski, Dean of Students

**Ex-officio Members (non-voting):** Gail Sims-Aubert, Assistant Vice Chancellor of Student Affairs; 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; Susan Grant Robinson, Cabinet Liaison for Internal Affairs; Caroline Boswell, Director of CATL; Kris Vespia, Professor; Rachele Bakic, Executive Director of Admissions; Darrell Renier, Director Academic Advising; Rupinder Kaur, Pride/IE intern; students, Priyanka Bharadwaj, Sarah Bock

**Welcome**

**Review and approval of October minutes:** Look at the minutes and send any change to Loretta Rafter or Stacie Christian.

**Updates from Dr. King:** Thank you Melissa and Stacie for all the work you do in leading the council. Impressed by the work being done on EDI. Rewarding to see the Deans and faculty involvement in EDI. Corey will make appointments with the Deans, departments and offices in the next few months about how he can help. Will share with EAB all the goals to create a dashboard and have them help to achieve goals.

**Updates:**

**Three new students on the council:** Priyanka Bharadwaj, Jasmine Brown and Sarah Bock

**FY21 EDI Professional Development Initiative (CCBD & IDI)-Melissa: 2021** Professional Development initiative in two parts, Cultural Connect by Design training for all campus. Feedback survey is being review for future professional training. Intercultural Development Institute is part two for targeted stakeholders, with two cohorts. The second cohort is still going through the group sessions.

**Inclusivity and Equity Certificate Program-online-Stacie:** Safe Ally training is online. First Foundations certificate program training will be going online soon. There will be a student training session 2-5-21. Questioned how students are informed about I & E certificate programs. For now, students are informed by personal invitation and who asked about the program. In the future students will be informed about programs by the way we normally advertise on campus. Students will receive a cord at graduation for completing the rubric.

Corey is working with a company on a module for students, the "ABC's of EDI" for first year students for this fall. Through this module we will formally market the I&E certificate program for students. Communicate with faculty and staff so that they have access to this content and everyone is on the same page. Should partner with our Human Resource management program major and other majors.

#### **Pride Center expansion to all campuses and Kress 2021-2022:**

Going to have an intern at the Kress, Manitowoc and Sheboygan. Working with Advancement through the La Force foundations about payment for interns. Thank you for all the help we received at each location.

#### **Campus Climate survey for first year students-February 22-April 23, 2021:**

Working with the company Harry, who provides the questions and collects the data. Additional questions were added to the survey and approved by RIB. Surveys will be taken by first year students and transfer students that have been here for 2 semesters. There will be a random drawing for students to win a \$20 gift card to Amazon. This survey is system wide.

#### **Strategic Planning goals 2020: KPI Updates**

**Goal #1: Melissa Nash, Mai Lo Lee & Jamie Schramm:** Three sub groups. Branding, recruitment and retention. Staff and faculty testimonies on HR's website "Why UWGB" and will shuffle with different employees and promote the ERG groups.

**Goal #2: Kris Vespia & J.P. Leary:** Created revisions to the faculty handbook to include examples on how faculty can be involved in EDI. Working on getting the whole group's approval and then it goes to Kate and the UC. This is where faculty would be evaluated on EDI work. Currently just staff are evaluated on EDI work. Compiled resources have been passed to Melissa Nash and her subgroup. Working with groups for professional development, to support and get input on what is needed.

**Goal #3: Courtney Sherman & Melissa Betke:** Last met in December, talked through the four actions and timelines, divided into four subgroups. Encouraged them to meet on their own to start the work. Have a variety of goals and actions with scopes and actions. Nothing to report right now. Hope to have more the next time the council meets.

**Goal #4 Matt Dornbush & Susan Gallagher-Lepak:** Have three key areas; Created a partnership with school districts surrounding data science along with the Packers, high schools and GB public school system. Scheduling meeting with the associate Deans, college advisors and career coaches to build better connections.

Finance literacy group is working on developing content to inform high school students on financial implications on their college choices.

Barrier for underrepresented students and solutions: Interviewed 10 employees that have had that experience and compiled a report with solutions. Who should this information be shared with?

**Goal #5 Caroline Boswell & Darrel Renier:** Equity and retention by instituting initiatives. Data pieces should be in the one place for everyone to use. Working with intro chem and bio classes to mitigate equity gaps. Have several KPI initiatives that are resource depended.

**Goal #6 Mike Alexander & Corey King:** Community outreach and bring stakeholders together around EDI. A subcommittee has been formed with GB public schools, NWTC, YWCA, YMCA, Big Brother & Big Sisters, Girl Scouts, Manitowoc public schools and Bank First. Continuing to add to subcommittee. Mainly focusing on collaborations with UWGB on EDI. Many of the people on the subcommittee have connections with our academic departments. Our students have internships with some of these stakeholders. Stakeholders would like to have interns paid by University. Community stakeholders would like UWGB people on their boards.

**EAB with Rachel Tanner:** If you have any questions or want examples of what other schools are doing, email Rachel at [rtanner@eab.com](mailto:rtanner@eab.com). Rachel has several ideas and will pass them on to the chairs. Corey will send Rachel our KPI's to help us formalize them.

**New Business:** Send any items to Stacie for the next agenda

**Next meeting:** May 7<sup>th</sup> at 1pm