2014-2015 Chancellor’s Council on Diversity and Inclusive Excellence

End-year Summation

1. **Subcommittee Name: Inclusivity in the Workplace**
2. **Charge: Education and Professional Development for Improving the Inclusiveness of the Workplace Environment**
3. **Committee Members:**

Melissa Nash (chair), Stacie Christian, Lynn Niemi, Michael Casbourne, Sousie Lee, Mai Lo Lee, Jennifer Lanter, Minkyu Lee, Joanie Dovekas, Kristy Aoki, Forrest Broks, Kimberly Reilly, Sheryl Van Gruensven, Yunsun Huh

1. **Accomplishments during the 2014-2015 academic year:**

* Continuation and further marketing of the Inclusivity and Equity Certificate Program
* Inclusivity Professional Development Series – six programs offered in 2014-2015:
  + Veterans Reintegration from Combat to the Classroom
  + Panel on Disability Resources for Employees and Students
  + 10 Factors Minority Students Face Attending Predominantly White Institutions
  + First Nations (held both in the fall and spring)
  + Transgender Equity in the Workplace
* Inclusivity Professional Development Series – Inclusivity and Equity at UWGB Workshop
  + First 2-part workshop was held in the spring of 2015.
  + The full 4-hour session will be held in the summer (tentative date of June 17th).
* New Employee Social Planning
  + First Social was in August of 2014. This was a success, and many new employees (and current employees) had positive things to say about the event.
  + Winter Social was postponed due to budgetary uncertainties.
  + The second New Employee Social will take place in August of 2015. Planning for this will happen during the spring/summer of 2015.
* New Employee survey sent to new employees during the 2014 calendar year. Results were discussed, and Faculty will be receiving a packet of new employee campus and community resources during their benefits orientations (given by mentors to University Staff and Academic Staff new employees).
* Initiative to include Inclusiveness objectives in performance evaluations (University Staff language drafted)
* Employee Resource Groups (ERGs)
  + The first ERG (Pride) was formed by Stacie Christian and Joanie Dovekas. This ERG has had several meetings in the winter/spring of 2015.
  + Guidelines for the formation and facilitation of additional ERGs has been drafted. A work group will be refining these guidelines during the summer, and will plan for a large-scale roll out this fall.

1. **Notable Challenges:**

* Budget uncertainties limited our ability to have the Winter New Employee Social.

1. **Plans for the 2015-2016 Inclusivity in the Workplace Subcommittee**

* Continue to develop the Inclusivity and Equity Certificate Program, including:
  + Creating an assessment program and committee to assess complete portfolios.
  + Providing at least six unique professional development opportunities.
  + Holding the Inclusivity and Equity at UW-Green Bay foundation course each semester.
* Coordinate two New Employee Socials (one in August of 2015, and one in January of 2016).
* Enable the formation of new ERGs, with organized guidelines for facilitators. The hope is that a few will begin with the start of the 2015-2016 academic year:
  + Inclusive Excellence ERG
  + Parent Support ERG
  + Multicultural/International Employees ERG
* Continue to look at increasing the opportunity to connect new and current employees with community resources.