2017-2018 Chancellor’s Council on Diversity and Inclusive Excellence

End-year Summation

1. **Subcommittee Name: Inclusivity in the Workplace**
2. **Charge: To improve the inclusiveness of the workplace environment by providing educational resources, support, and networking opportunities**
3. **Committee Members:**

Melissa Nash (HR), Stacie Christian (IE and Pride Center), Lynn Niemi (Disability Services), Michael Casbourne (TRIO), Joanie Dovekas (RES LIFE), Mary Gichobi (Education), Jemma Lund (International Education), Jenny Charapata (HR), Sam Watson (Art & Design), Erica Grunseth (Library), Courtney Sherman (Music), Jagadeep Thota (NAS)

1. **Accomplishments during the 2017-2018 academic year:**

* Discussion and implementation of Full IE committee initiatives:
  + Implicit Bias Training for Search Committees
    - Work group formed (Melissa, Jemma, Joanie, Sam, Erica) - they are researching programs at other campuses, and will develop training to bring to the subcommittee and full IE group for feedback throughout the summer.
    - Full Subcommittee reviewed what Madison and Colleges/Extension are doing related to Implicit Bias Training
  + Interview Questions related to Inclusivity and Equity
    - Work group formed (Melissa, Julie Flenz, Stacie, Lynn)
    - Developed initial sample list of questions for recruitment committees to utilize if they wish
    - Subcommittee reviewed and provided feedback
    - Work group will develop guidance for recruitment chairs related to the implementation of this requirement.
* Reviewed online all-employee inclusivity training options (decision was later made to have employees trained by participating in the Certificate Program’s Foundation Courses)
* New Employee survey sent to new employees during the 2017 calendar year. Results were discussed, which showed that the new Phoenix orientation (which IE is a part of) has potentially made a significant improvement in the adjustment of new employees into the UW-Green Bay culture and community.
* Reviewed provided feedback related to Diversity and Inclusion skills & abilities as a part of the Title & Total Compensation Study-related move to JDXpert job descriptions.
* Employee Resource Groups (ERGs)
  + Updates were made to the ERG guidelines, making them more attainable and understandable for facilitators looking to start an ERG.
  + The Pride Employee Resource group continues to be a strong advocate and voice for their constituents. This group provides social opportunities throughout the year.
  + The Veterans ERG was publicized in fall of 2017. While they have not been one of the more active ERGs, they are looking to develop some social opportunities for their members.
  + EDGE (Ethnically Diverse Group of Employees) was started by facilitator Mai Lo Lee in Winter, 2018. They have a robust plan for the ERG and have already begun monthly lunches and other social opportunities.
  + Group for International Employee Support is the most recent ERG to be started this year, first publicized in Spring of 2018. This group has been developed to help international employees with questions, concerns, and general social support.
  + The four ERGs are planning a combined picnic/social for later this spring.

1. **Potential plans for the 2018-2019 Inclusivity in the Workplace Subcommittee**

* Finalize the implicit bias training program for search committees
* Finalize the sample interview question list along with providing guidance to recruitment chairs related to questions that may come up when candidates are asked the questions.
* Provide coordinative support for facilitators of ERGs and look to get a few more ERGs up and running
* Work with governance groups to develop and/or refine inclusivity and equity objectives within University Staff and Academic Staff performance evaluations
* Continue to look at increasing the opportunity to connect new and current employees with community resources.