

**Chancellor’s Council on Diversity and Inclusive Excellence Meeting Minutes**

**Friday, December 14, 2018, 9:00-10:00 am**

**University Union room 125**

**Minutes**

**Members (voting):** Eric Arneson, Vice Chancellor of Student Affairs and Campus Climate (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; Melissa Nash, Human Resources, University Staff: Theresa Mullen, Academic Department Associate; Students: Shontrea Hogans, Zoe Betancourt

**Ex-officio Members (non-voting):** Susan Gallagher-Lepak, Dean College of Health, Education & Social Welfare; Matt Dornbush Interim Dean Cofrin School of Business; John Katers, Dean College of Science and Technology, Chuck Rybak, Dean College of Arts, Humanities & Social Sciences; Kate Burns, Associate Professor; Rachele Bakic, CEO Manitowoc; Cindy Bailey, CEO Marinette; Jennifer Williamson-Mendez, CEO Sheboygan.

**Excused:** Melissa Nash, Shontrea Hogans, Jagadeep Thota,

**In Attendance:** Kate Burns, Michael Casbourne, Matt Dornbush, Susan Gallagher-Lepak, Zoe Betancourt, Mai J. Lo Lee, Stacie Christian, Eric Arneson, Mary Gichobi, Courtney Sherman, and Mike Casbourne.

Minutes taken by Mai J. Lo Lee

1. Welcome and Introduction : 9:13am 5 minutes
2. Subcommittee Updates: 20 minutes

Inclusive Classroom: Kate Burns reported on the buy-in from faculty and the much needed communication about the training. Kate discussed about the IDI Lumina grant inclusive training and high impact practices targeted for certain academic faculty and staff. The training date is Wednesday, Jan. 23, 2019.

Inclusive Workplace written report provided by Melissa Nash –Eric discussed about the next hiring practices to better recruit diverse pools of candidates such as eliminating waivers, better marketing to diverse candidates, creating homegrown candidates and identifying Subject Matter Expert (SME) for UW-Green Bay. Stacie stated there was a review of the implicit bias training. Eric Arneson, Susan Galleager-Lepak, Kate Burns and Zoe Betancourt expressed wanting to review the implicit bias training.

Employee Resource Groups: Stacie Christian Stacie reported the employee resource groups are looking to go into the next stage where ERGs are to work together. Stacie reported Jeff Willems is interested in leading Contingent group, which focuses on positive mental health.

Inclusivity & Equity Certificate: Stacie Christian Stacie reported that she is starting up level III for the Inclusivity & Equity. Eric reported that Cabinet is scheduled for the IEC training for Spring 2019.

Student IE Certificate: Michael Casbourne expressed there is no available programmer. The project is on waitlist on the IT projects list. Eric stated he will push for the project to be a priority. There was a discussion if Handshake is possible. Michael discuss key card reader will be needed for the tracking. The information will be tracked and stored through SIS.

NCORE subcommittee Update: Eric Arneson reported a peer mentoring program where students will be hired as mentors. All 14 participants are doing a work project. Land acknowledgment was a good success from NCORE. 2019 NCORE cohort will be attending Portland NCORE. The conference registration will be coming soon in Spring 2019. Each department/office will identify NCORE participants. Stacie reported community outreach and high school projects such as pantry volunteering, reading to children.

1. Plans to move forward 2019: 30 minutes

Roundtable: Stacie asked about discussion roundtable. Michael stated that the roundtables be annual. The last roundtable was completed in Spring 2017 hosted by Inclusive Excellence.

Anonymous student survey: no report.

Prayer/mindfulness room: Stacie reported that a new student organization has been form, Somali Student Union (SSU). There is opportunity for creating awareness about prayer room. Susan expressed there are early works about a contemplation room being led by Dr. Lisa Poupart and Jamie Fro Tyrell. The room will be Wood Hall. This room may serve as a possible prayer room for our students who identify as Muslim.

Susan suggested Log news update about the Somali Student Union.

IE Academic Calendar: Susan expressed wanting to create a handout that was inclusive to heritage celebrations and holidays such as Ramadan and Hanukah.

1. New Business

**Admissions -** Eric reported enrollment admissions are steady this year compared to last year. And there is currently 100 more students of domestic multicultural backgrounds this year compared to last year.

**Speak Easy Dinner -** Zoe reported the Diversity Task Force Speak Easy Dinner is confirmed. This dinner will serve as an event to gather a new understanding of everyone’s opinion. It is an opportunity to speak easily about difficult issues. It is set for 5pm-7pm, Monday, March 11, 2019. There is a possibility for professors’ involvement such as Dr. Ryan Martin (Anger), Dr. Bryan Carr (Communication) and Dr. Mary Gichobi (Education). Zoe will follow up with the professors.

**White Privilege Symposium -** Mai reported that the White Privilege Symposium held at St. Norbert College (SNC) on Friday, April 12, 2019 – Saturday, April 13, 2019 in De Pere, Wisconsin.

**Academic Calendar -** Susan mentioned the academic calendar and adding religious and heritage celebrations. Stacie will contact Holly Keener about the academic calendar updates and Mai suggested adding a statement to ensure inclusivity of all celebrations.

**Signage -** Susan complimented the inclusive messages of Happy Holidays in the Union. Eric mentioned wanting the campus to be more inclusive of a festive holidays and celebrations.

**MLK Day**-Jan. 19th 10:30am-12pm at NWTC

1. Adjourn at 9:58am

Next meeting: TBA