

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

**Tuesday, March 26, 2019, 11 am-noon**

**IS1034**

**Minutes**

**Members (voting) present :** 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; Jagadeep Thota, Assistant Professor; Melissa Nash, Human Resources, University Staff: Theresa Mullen, Academic Department Associate; Students: Zoe Betancourt

**Ex-officio Members (non-voting) present:** 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, Kate Burns, Associate Professor; Rachele Bakic, CEO Manitowoc; Cindy Bailey, CEO Marinette; Jennifer Williamson-Mendez, CEO Sheboygan.

1. **Welcome and Introduction**

1. **Subcommittee Updates:**

 **Inclusive Classroom: Kate Burns**

 Stacie spoke to departments on where they are/what they need in training for “working in an inclusive way”

 Inclusive Classroom discussion in departmental meetings spring 2019.

 University staff can be reached at their conference in the fall.

**Inclusive Workplace: Melissa Nash**

 Implicit Bias Training Protocol:

[https://blog.uwgb.edu/hr/2019/02/implementation-of-implicit-bias-](https://blog.uwgb.edu/hr/2019/02/implementation-of-implicit-bias-%20training-for-recruitment-panelcommittees/)

[training-for-recruitment-panelcommittees/](https://blog.uwgb.edu/hr/2019/02/implementation-of-implicit-bias-%20training-for-recruitment-panelcommittees/)

 Sixty-one people have completed the training. No one on a search and screen committee will be allowed access to TAM unless the training is completed.

 There are Inclusivity and Equity sample questions for interviewing on the Human Resource website.

<https://www.uwgb.edu/UWGBCMS/media/hr/recruitment-resources/InclusivityandEquityInterviewQuestions.pdf>

A new employee survey was recently done. Most employees feel welcomed on campus but not in the community.

Should we do a broader climate surveys to all employees?

**Employee Resource Groups:** Stacie Christian

 Susan Gallagher-Lepak and Sheryl Van Gruensven are creating a women’s Leadership group.

 EDGE group meets once a month.

 The International group is up and running.

**Inclusivity & Equity Certificate**: Stacie Christian

 “Raising Rosie” Stephanie Lohman-Story of Raising Intersex Child, March 28, 12-1 pm

 Christie Theatre (level 1 “gender” category)

 “Alzheimer’s Disease Updates and Caregiver Panel” April 5, 12-1 pm, Christie

 Theatre (level 1 “age” category

 “Blair Imani”, April 4, 7-9 pm, Phoenix rooms”, collaborative event (level 1 “qualify

 religion, gender categories”

 Inclusivity and Equity-Level 2 Certificate Workshop: April 3, 1-3 pm

**Student IE Certificate**: Michael Casbourne (no new information)

**NCORE subcommittee** Update: Eric Arneson

Mai Lo Lee is working on a mentor – pal program for incoming and transfer students.

Thirteen people are attending NCORE this year.

 We are GB mural is under way. Submission of pictures are due by March 29th. The artist will have the mural completed by the summer.

**UWGB Mentorship Task Force**: will have a list out shortly of on campus mentorship groups.

 **New Business:** The SSA committee with Eric is presenting to the Board of Regency on mental health, highlighting UWGB and Parkside student. There has been a 113% increase since 2013 of mental health issues for students. We currently have a 3-week wait period to see a counselor. We should compare statistics with other countries, Jenny Factor and Global Happiness. Eric will do a lunch and learn on his presentation for the campus.

A student on the Manitowoc campus committed suicide over winter break. The community is shaken by the tragedy; the campus only has a councilor on campus twice a month.

Counseling and Health want to do a Zero Suicide Program. This is on hold until a decision can be made about the department.

Contemplated practice/ prayer rooms are located in the Cofrin Library and Wood Hal. These rooms will be promoted in the fall.

 Next meeting: Tuesday, 4/25/2019, 1-2pm, IS1034