

## CALS Equity and Diversity Committee

September 25, 2017

11:00 a.m.-12:00 p.m.

354 Agricultural Hall

Erika Anna ('20)	Nutritional Sciences
Thomas Browne	CALS Academic Affairs, Chair, Ex-officio
Jane Collins ('18)	Community & Environmental Sociology
Julie Garvin ('20)	Soil Science
Natalia de Leon Gatti ('19)	Agronomy
Laura Hernandez ('19)	Dairy Science
Annika Heyworth ('18)	Undergraduate Student
Carol Hillmer	CALS HR, Ex-officio
Becky Larson ('20)	Biological Systems Engineering
Bridget McFarland ('18)	Graduate Student, Plant Breeding & Plant Genetics
Bret Payseur ('19)	Genetics
Doug Rouse ('18)	Plant Pathology
Richard Straub	CALS Office of Dean and Director, Ex-officio
Abbey Thompson ('18)	Horticulture
Kelly Knapp	Administrative Committee Support

### Meeting Ground Rules

- Listen without interruption.
- Encourage full participation. Use inclusive communication methods.
- Help others see the implications of actions that are being discussed. If you are more experienced and know about things - speak up.
- Use Robert's Rules of Order to run the meetings.

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### MEETING NOTES

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Present: Tom Browne, Carol Hillmer, Kelly Knapp, Bret Payseur, Dick Straub, Doug Rouse, Abbey Thompson, Natalia de Leon Gatti, Becky Larson, Laura Hernandez, Bridget McFarland, Jane Collins, Julie Garver

Absent: Annika Heyworth, Erika Anna

The meeting was called to order at 11:05 am.

Jane made the motion to approve the minutes from February, March, and May (the April meeting was canceled), and Abbey seconded the motion. The minutes were approved.

Tom thanked the group for serving on the committee. Looking for voices to discuss equity, diversity, and inclusivity within the college.

### Committee Cleanup (summary of past actions that have occurred)

There had been discussion of changing the membership from eight faculty members to six at the end of last year. This topic will be discussed again at the October meeting. Some things to consider:

- It's been difficult to get 8 faculty members. Tough to get quorum.
- Need a workable committee, want to keep over half committee as faculty.
- Refusal of faculty to participate seems troubling. What do faculty say? Most say they are overcommitted elsewhere and have no time. Pressure on grants, other responsibilities. Other committees have the same problem.
- Can students send an alternative? Yes. Fielded from CALS student council. Add to bylaws.
- Need a process to involve voices that are not at the table.
- Campus wide involvement: academic staff survey. Respondents selected committees of interest.
- Committee wanted to keep two undergraduate students and two graduate students on the committee.
- Meeting minutes will need to be reviewed. If the change from 8 to 6 was voted and approved, another vote will need to occur to change it back at a future meeting.
- Need to have diverse department representation. Discussion to leave membership at 8 since we want diverse discussion. Need help to find other members.
- Don't vote at every meeting, votes should get advance notice.

### Table of strategies

- Priority goals: Learning center - how would we develop support for college academic support, advising, etc.
- Education and professional development: Lunch & learns started last spring, speakers and topics are available, website.
- Recruitment & Retention: Try to prioritize 2-3 initiatives per semester.
- Department Diversity Rep: Students excited about that, climate within departments. Focus group shared biggest impact was what was happening in classrooms and advising appointments. (How they were experiencing teaching.) Some committee members are also department diversity reps too, which will foster good communication between the two.

### Department Diversity Representatives Initiative

- Add committee members and reps to website.
- Is there a standard way to let departments know they are on the committee or a department rep? Announcement at faculty meetings doesn't necessarily reach students.
- Focus so far has been on faculty/staff, not students. What are students dealing with? What about when staff is having difficulty with faculty? Need better linkage to resources.

- Department Diversity Rep (DDR) concept was rolled out last spring to the department chairs. Some asked for volunteers, some were assigned. Agenda item at department meeting to introduce with DDR and chair. Each department could roll out their own priorities. This year's goal was to get awareness out.
- How is info shared? Need buy in from chairs. Need to have diversity topic on permanent agenda at department meetings. New members need better direction. Concise summary of ideas. Early faculty meeting: introduce diversity rep and ask them what salient problems are. Students should be able to go to anyone, not just diversity rep. Keep asking the question to get feedback.
- Would like to share ideas about what works, or how info was shared.
- Reps don't have to solve problems, but can direct to resources. Trying to accelerate learning curve for everyone.
- PI/Grad Student: What can those students do? Students are scared. Legal, retribution, difficult for everyone. Every case is different. Small departments is difficult to remain anonymous. Mandatory reporters. Identifying pathways. Power differential. Calculated decision to step forward. Start with map. Safe space for dialogue.

#### Lunch & Learn Series

- Last year's lunch & learn videos are on the website. Some links on website were broken when it was updated, in progress to get fixed.
- First lunch and learn for 2017-2018: Film by UW LaCrosse students directed to faculty and staff. Offered tips about what would be helpful. Good stats and comments. Tom will send out link.

#### Sub groups within committee

- Mapping/Resources to Grad Students – several aspects here
- Lunch & Learn topics

#### Other Discussion

- Puerto Rico: Is there something this committee can do?
- Goal this fall is to implement some initiatives.
- 1st DDR orientation was Sept 22, the 2nd one is Sept 29. Tom got some ideas from the first meeting and can tweak expectations.
- Co-chair is needed to help facilitate committee meetings, meet separately occasionally to plan.

Future meetings: 3<sup>rd</sup> Thursday of the month, 11am.

Meeting adjourned at approx. 12:05 pm.