

CALS Equity and Diversity Committee

December 10, 2015

11:00-12:00 p.m.

250 Agricultural Hall

Tom Browne ('16)	CALS Academic Affairs (Ex-officio)
Jane Collins ('18)	Community & Environmental Sociology
Natalia de Leon Gatti ('16)	Agronomy
Tina Gislason ('16)	CALS Human Resources (Ex-officio)
Debi Griffin ('17)	Landscape Architecture
Carol Hillmer ('16)	CALS Human Resources (Ex-officio)
Lynette Karls ('17)	Nutritional Sciences
Patty Loew ('18)	Life Sciences Communication
Jayne-Norah Ntambi ('16)	Undergraduate Student
Samantha Scheel ('16)	Undergraduate Student
Ahna Skop ('16)	Genetics
Quentin Sprengelmeyer ('16)	Graduate Student, Genetics
Richard Straub ('16)	CALS Administration (Ex-officio)
Abbey Thompson ('18)	Horticulture
Anita Thompson ('17)	Biological Systems Engineering
Steve Ventura ('16)	Soil Science
Elaine Welch ('16)	Graduate Student, Genetics

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.

AGENDA

Attending: Tom Browne, Jane Collins, Tina Gislason, Debi Griffin, Samantha Scheel, Ahna Skop, Quentin Sprengelmeyer, Richard Straub, Abbey Thompson, Anita Thompson, Steve Ventura, Elaine Welch

Absent: Natalie de Leon Gatti, Carol Hillmer, Lynette Karls, Patty Loew, Jayne-Norah Ntambi

Note Taker: Tina Gislason

The meeting was called to order at 11:04am.

1. **Approval of minutes:** One change--change "Abby" to "Abbey" throughout document. Jane motion, Steve seconded approval of minutes from October as amended. All approved.
2. **Restructuring the campus's system of Access & Accommodation Resource Coordinators (AARC):** CALS has been asked to pilot the revived AARC program, as originally discussed at April 30, 2015 meeting. CALS departments have been consolidated for the pilot, and we have been asked to have 5 AARCs in the college. Abbey and others expressed concern about why we were doing this. Tom explained that this is coming from the campus Access and Accommodation

in Instruction Committee (now called CAAI). It would like to condense the number of AARCs so that there are less of them, it is easier to keep track of who is in that role, it is easier to communicate with them, etc. Tom asked if the AARCS might be located within the CALS Equity & Diversity Committee and if anyone on the committee wanted to be trained as an AARC.

Concern was expressed about having members of the committee serve as AARCs. Steve wondered if this should instead be a student services issue. Dick argued against the committee getting involved since there is high turnover on the committee. There was further discussion about the function and potential usefulness of the AARCs. Tom stated that it was necessary for CALS to have 5 AARCs. Steve offered a counter proposal of having 3 highly trained people serving as AARCs in coordination with CALS departments. Steve moved for a vote on this, Ahna second, and group approved to serve as pilot under these particular conditions.

3. CALS Efforts to Support National Campaign for Preventing Campus Sexual Violence

Dick Straub discussed the need to be aware of the campaign to prevent sexual violence, as well as looking at training and awareness. There was discussion regarding the training offered by the Division of Student Life (www.uhs.edu/tonight), which the committee agreed to review before recommending. Training on the Clery Act was also suggested.

4. Focus of the committee for 2015-16

Ahna discussed the monthly meetings for campus Equity & Diversity Committee chairs. There is a report that must be submitted by each committee this year. There will be a campus climate survey in February, 2016.

The committee discussed the issues that the committee should focus on in 2016. It was agreed that the main issues to address would be:

- Learning centers (e.g., Biocommons);
- Educating faculty and staff on several issues (e.g., workshops on diversity/discrimination);
- Responsibility and authority of committee

Ahna suggested that we break into small groups at the January, 2016 meeting to start discussing these issues.

5. Announcements

There was a call for nominations for the CALS Equity and Diversity Award. Anyone can be nominated. <https://ecals.cals.wisc.edu/files/2015/12/Equity-and-Diversity-Award.pdf>