

## CALS Equity and Diversity Committee

May 17, 2018

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

250 Agricultural Hall

Erika Anna ('20)	Nutritional Sciences
Thomas Browne	CALS Academic Affairs, Chair, Ex-officio
Jane Collins ('18)	Community & Environmental Sociology
Meghan Connelly	Graduate Student, Dairy Science
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
Brittany Isidore	Graduate Student, Plant Sciences
Becky Larson ('20)	Biological Systems Engineering
Bridget McFarland ('18)	Graduate Student, Plant Breeding & Plant Genetics
Bret Payseur ('19)	Genetics
Dee Robinson	Graduate Student, 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 MINUTES

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**Present:** Dee Robinson, Julie Garvin, Laura Hernandez, Abbey Thompson, Carol Hillmer, Becky Larson, Dick Straub, Tom Browne, Kelly Knapp

**Absent:** Erika Anna, Meghan Connelly, Annika Heyworth, Brittany Isidore, Bret Payseur, Doug Rouse, Jane Collins, Natalia de Leon Gatti, Bridget McFarland

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

**Approval of minutes:** Julie motioned to approve the April meeting minutes, which was seconded by Abbey. The minutes were unanimously approved.

There were no agenda additions.

### Updates from subcommittees:

Lunch & Learn: Will meet in summer to plan for 2018-2019.

#### Grad Student Training:

- Met with Nikki Bollig in Academic Affairs. She is a liaison to CoE training for new TAs Equity & Diversity component.
- A draft statement has been developed to address the committee's recommendation to CALS leadership regarding training for graduate students, which was shared (see attached).

Comments/discussion were as follows:

- Require vs. Recommend. Bad training can sometimes be worse than no training.
- Recommend/Require – both need to be accompanied by list of resources where training could occur. Could we schedule multiple dates for CALS with Luis?
- OHR also provides inclusive trainings. Could recommend a training, gather feedback, then make a bigger plan.
  - It was decided to pilot trainings through Luis Pinero for Soils, BSE, and Dairy Science departments over the summer. Feedback would be gathered to help determine if a larger training rollout should move forward. Carol will contact Luis regarding scheduling.
- What authority/consequences for non-compliance? Departments responsibility to track. Could implement through program orientation.
- Develop FAQ on training session to departments with letter of recommendation.
- What if we are audited? We are making progress, which satisfies Title IX for now.

#### CALS Organizational Redesign:

Departments will need to address Goal 4 by December 2018. Metrics will determine funding, etc for departments. A list of possible measures has been developed and should be narrowed down to 5-6. Which suggested measures move forward the goals of equity and inclusivity? Some of the goals might be coming from the campus grad school. The following measures were discussed as being most important and also goals that would not be achievable through departments:

- Department or collaborative-specific programming around the topic
- Completion of required training (e.g. WISELI)
- Increase number of faculty/staff recruited through strategic hiring initiatives
- Increase retention of diverse faculty 6+ years from hire
- Increase financial aid for first-generation, low-income and targeted minority students
- Increase in the numbers of targeted minority, underrepresented minority, first-generation, and female students who intend, declare, and graduate in STEM fields
- Utilize Provost Office programs for recruitment and retention of underrepresented groups
- Also related: Assure equity in salary administration across race, ethnicity and gender

#### Other Discussion:

Should make a point to celebrate successes.

Laura made a motion to require implicit bias (WISELI) training for faculty and staff, grad students and post docs to Dean's office. Tom to draft resolution for voting.

The recruitment statement recommended by the Equity & Diversity committee was presented to the CALS APC. It was approved with minor word changes.

Laura motioned to adjourn the meeting. Abbey seconded the motion. The meeting adjourned at 12:00 pm.

The next meeting will be scheduled for September of 2018.