Equity and Diversity Committee
College of Agricultural and Life Sciences

March 8, 2022, 12:00pm-1:00pm
Bock Laboratories Penthouse

Attendees: Erika Anna, Christiana Binkley, Brad Bolling, Dominique Brossard, Karie Cherwin, Natalia de Leon, Laura Hernandez, Becky Larson (by Zoom), Louis Macias, Bret Payseur, Julie Scharm, Bre Sinotte Wang

Not present: Thomas Browne, Christelle Guedot, Mickenzee Okon, Mark Rickenbach, Hans Smith, Erin Wall

Minutes by: Julie Scharm

Attending as public meeting: None

MINUTES

The meeting was called to order by Natalia de Leon at 12:02pm.

Review agenda
No changes were made to the agenda.

Approval of February 14, 2022 meeting minutes (attachment)
Laura Hernandez made a motion to approve the February 14, 2022 meeting minutes. Erika Anna seconded the motion. The motion passed unanimously.

Framework for the review of goal 4 of departmental plans
The process to review goal 4 of departmental five-year plans will be the same as last year, using a rubric. At least two people will review each goal 4 and provide scores and comments for summation. This may require work and coordination outside of the normal committee meeting.

Comments and questions:
• This committee may not have the expertise to provide the feedback that departments need. Should we continue with our current process?
  o The committee is following the same protocol this year to provide continuity in feedback. It is expected there will be changes to the process in future years.
• Is the committee’s feedback used by departments?
  o One department used the feedback and followed up on progress in the five-year plan.
  o Another department used it to help determine standards and action plans.

Subcommittee updates
Communications
The communications subcommittee did not have any updates.

Department planning
The department planning subcommittee drafted a proposal on departmental guidance for promoting diversity, equity, and inclusion (DEI). The goal is to provide departments with direct...
guidance in how to move in a positive direction more efficiently. The recommendations in the proposal could also be used as metrics for goal 4 in the department five-year plans.

Comments and questions:
- For item #1, another option is to have a standing DEI item in each departmental committee meeting, which ensures it’s discussed in all levels of department activities. This process helps to ensure connectivity to various efforts and may have more ability to make change.
  - Implementation can be decided on at the departmental level.
  - We could indicate that this action item is open to other strategies, as long as DEI is integrated into the department.
- For item #2, how do we enforce a code of conduct? And could the college have a code of conduct?
- For item #4, should the department diversity representative be a faculty member? Staff often don’t have the influence of a faculty member.
  - We might not want to be too prescriptive because each department is different.
  - The reality right now is that change is affected by faculty; faculty vote on the proposals.
  - Maybe there could be one faculty member and one staff member from each department, though this could create a situation where the roles between them are not clear.
  - The college will consider these thoughts and decide on a future path forward.
- For item #6, should we indicate who the events are for and who to include? Should we indicate inclusiveness?

Bret Payseur made a motion to approve the proposal and the forwarding of the proposal to the dean. Laura Hernandez seconded the motion. The motion passed unanimously.

Lunch and learn
Not discussed due to time.

Recruitment and retention
Not discussed due to time. The subcommittee will have draft proposals this spring.

College updates and questions from the committee
Louis Macias met with all of the department chairs and heard common needs and opportunities. The Office of Diversity, Equity and Inclusion will be recruiting a community development manager soon, who will focus on training, building out learning experiences for CALS, engagement, and building in continuity for sustainable plans.

The dean candidate public presentation dates and times are posted in eCALS. https://ecals.cals.wisc.edu/2022/02/25/save-the-date-public-sessions-with-finalists-for-the-dean-position/

CALS is conducting a search for a CALS HR director. The position was recently posted. Cheryl Bowes is serving in an interim director role.
Campus is sending out a worklife survey to faculty and an employee climate survey to academic staff, university staff, postdocs, and limited non-faculty appointees.

Comments and questions:
• Will the faculty worklife survey data be shared, for use by the college and the committee?

**Adjourn**
Laura Hernandez made a motion to adjourn the meeting. Dominique Brossard seconded the motion. The motion was unanimously approved. The meeting adjourned at approximately 1:00pm.