The meeting was called to order by Tom Browne at 3:32pm.

Welcome

Review agenda
No changes

Approval of November 9, 2022 meeting minutes (attachment)
Approval not possible as there was not quorum present.

Follow-up, questions, and/or feedback on prior items
Videos from the UW Diversity Forum are available online: [https://diversityforum.wisc.edu/agenda/](https://diversityforum.wisc.edu/agenda/).
Main themes of the forum included the UW staff climate survey, work on data-collecting for evaluation of departments, and highlighting the Sifting and Reckoning project.

Questions/comments:
- Would a CALS-specific day of learning on DEI be appealing and attract more faculty than a university-wide event? How could we maximize engagement within our CALS community?
- The UW forum would be more impactful if classes were not held that day. If CALS holds an event and can control overlap with other activities, that will allow for higher attendance.
- It is nice to connect with folks outside of the college at the campus event but would be great to have a CALS-specific event.
- In April, there will be an event related to food issues sponsored by three groups: Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS), Mentorship Opportunities in Science & Agriculture for Individuals of Color (MOSAIC) and CALS EDC. This could be a model for a future CALS-specific DEI event. The April event will include keynotes, workshops, and a high school program. More details will be shared in early 2023.

There is a helpful presentation online that gives an overview of the survey results, as well as a publicly available tableau.

Comments:

- It appears that staff are dissatisfied with higher-ups, but discomfort level decreased as the gap in power dynamic closed. This is a common pattern within hierarchical structures.
- A college-specific diversity forum might be useful since people seem to have more positive interactions with those to whom they are closest.
- The responses indicating staff are ‘less satisfied’ in feeling they are valued were not surprising.
- Staff seem to like their benefits but not their pay.
- Pay equity was not addressed.
- The survey failed to capture the details of how caregiving affects employees.
- Only about half of staff are confident about how to address sexual harassment issues.
- Hostile and intimidating behavior (HIB) is a major issue, which is evident across multiple questions in the survey.
- Overall response rate was 46%. CALS’ response rate was 36%. Every STEM-affiliated school was below the overall response rate.
- Preliminary faculty survey results should be available next semester.

**Added item from committee member**

On Wednesday, November 30, there was a virtual town hall regarding campus construction plans and the Mecha house and Indigenous Student Center (ISC). Participants in the town hall gained the impression that the students in these houses would be displaced because of the construction plans. Can colleges or departments advocate for these student groups?

Questions/comments:

- Is there a new location being offered for these communities?
  - The groups are being redirected to the Multicultural Student Center, but there is no long-term plan.
- Is there any potential to stop the demolition plan?
  - Not sure.
- What does the Indigenous community hope for as an outcome?
  - People are upset there is not a plan in place. It seems like the Indigenous community is being marginalized and treated as an afterthought. Would like to know there is a plan to replace their student center.
- What can the EDC do?
  - Can write support letters or circulate petitions. Would need college involvement if we want to offer resources.
  - Can bring the topic to the Campus Diversity and Climate Committee to work on a proposal.
- Community space is also a CALS issue; another example is SciMed GRS. This could be an opportunity for CALS to be responsive to these issues and bring these areas into CALS’ umbrella.
- Must recognize the practical components, as well. Expenses for spaces are covered by the departments, not by the college. If this is explored, CALS should contribute to the expenses.

*Note: following the December 14 meeting, the EDC learned of a letter from the Vice Chancellor for Student Affairs that address the above issue and clarified that the construction of Levy Hall will not*
Update on prior EDC proposals
Proposals (1) field safety policies and education resources, 2) department guidance for promoting DEI in CALS, 3) segregated fees, 4) faculty salary equity proposal, and 5) faculty startup proposal) were sent to Dean Gillaspy. Initial feedback has been received and is generally favorable. Proposals 1 and 2 were received positively; the remaining detail is how best to distribute these and when. As proposal 3 is one of several issues being addressed in the graduate student space, the dean would like to include this topic in the broader conversations taking place with the graduate school. Proposals 4 and 5 were seen as works in progress. The EDC co-chairs and the ODEI team will meet with the dean in the spring to answer her questions and consider next steps.

ODEI updates
- Mandi Moy has been hired as the ODEI’s community impact manager and will begin on January 3, 2023.
- 2023 CALS awards nominations are due February 10, 2023. Please circulate the award call widely.
- An email update was sent regarding the DEI professional development requirement. Louis is happy to answer any questions.

Subcommittee breakout session: Organizational learning, Assessment, Community
- There was not enough time for subcommittees to meet.
- Before the January 11, 2023 EDC meeting, subcommittees should appoint a chair and brainstorm some overall priority themes for their work.
- Vision is that each subcommittee could align with the pillars of the ODEI.
- Tom will reach out to the subcommittees about next steps.

Adjourn
The meeting adjourned at approximately 4:35pm.