The meeting was called to order by Tom Browne at 2:06pm.

Welcome

Review agenda
No changes

Approval of January 11, 2023 meeting minutes (attachment)
Erika Anna made a motion to approve the January 11, 2023 meeting minutes. Al Kovaleski seconded the motion. The motion passed with nine votes in favor and one abstaining.

Honorary Recognition nominations
Nominations for Honorary Recognition Award, Distinguished Service Award and Distinguished Alumni Award are open until April 14, 2023. These are the highest honors awarded by the college and they recognize individuals who have demonstrated outstanding service to their communities, their chosen career fields, and the citizens of the state and the nation. CALS External Relations is working to diversify nominees and honorees and will continue to seek feedback from EDC. Nominations can come from an individual, a department, or a committee. For more information about these awards, including the nomination form, visit: https://news.cals.wisc.edu/2023/02/15/cals-invites-nominations-for-honorary-recognition-awards-2/

CALS awards
The Community subcommittee of EDC will review the CALS Equity and Diversity Award nominations. Email Erica Flyte if you would like to join this subcommittee to review nominations.

Strategize re: long-term EDC format
EDC is advisory to the dean. Previous work has included developing initiatives and proposals to bring to
the dean. EDC subcommittees did the intensive work.

Now that the CALS Office of Diversity, Equity and Inclusion (ODEI) exists, how are initiatives managed? How to align ODEI and subcommittee goals now that new resources are available?

The department diversity representatives are like a community of practice where ideas and concerns are discussed as a committee. Does EDC develop these topics and the ODEI is the conduit for creating proposals? Seems that EDC values discussion.

Comments and questions:
- Other CALS committees advise CALS leadership and assist with tracking initiatives of central CALS. Can the ODEI bring topics to the EDC for feedback?
  - Yes, this would be valuable. Want to honor the expertise and history of the EDC. ODEI can bring ideas to the committee for brainstorming, feedback, and action items.
- EDC is a cross-representation of the college, not just departments. Could offer many different perspectives.
  - Agree, the student perspective is valuable and unique to EDC.
- Will EDC be a community of practice?
  - Depends on the definition. Open meeting/discussion forum?
- Enjoyed having action items within the committees. Would like to continue having space for direct engagement in addition to conversations.
- Goal: find a combination of defined group membership and action items within broader discussion.
- Idea: 1-2 open forums per semester, to be a community space for students, faculty, staff. Guide conversation with a suggested topic, but room to engage on other topics of interest.
  - Conversations should be moderated but topics could be loosely defined.
  - Could have a ‘meet the EDC members’ lunch and learn session.
- Keep EDC structure as an executive committee style where if action items or votes are needed, these to go the EDC? If proposals span a period of years, would be good to have continuity of members.
- Do college EDCs abide by FP&P definitions?
  - Yes.
- Removing term limits would require a vote to change bylaws.
- Reminder: EDC meetings are open meetings. If members rotate off the committee, they can still attend.

Ex officio members will write a proposal for the EDC structure and bring it to the committee for feedback.

Subcommittee report-outs

Organizational Learning
This subcommittee is a sounding board for the community development manager. Will seek feedback about the DEI professional development requirement. Would like committee members to collect feedback from their units.

Assessment
Met to talk about subcommittee structure, charge, and goal for semester. Working of defining their
audience. Discussed the process of restructuring goal 4 reviews. Document of subcommittee ideas is in the EDC Box folder.

Community
Discussed how to support groups and the larger committee. What can the subcommittee do this year to be visible? Are there existing events that can be joined to promote the subcommittee’s vision and mission?

General discussion about best practices for community engagement. A challenge is how to reach those that are not able to attend events. How to effectively build community without physical events. Website resources, mentoring program? Difficult to find resources on the current website.

ODEI updates
Graduate student climate and funding must be treated as separate issues even though they are highly related.

- Climate
  - ODEI and HR are building a central website for reporting. Anonymity and accountability cannot coexist. Much can be resolved anonymously. Main desire is awareness.
  - Form on website will track issues. Department chairs will be able to resolve issues in real time. Historical records will be kept. Aggregate data will show if a department has frequent complaints. In these cases, discussions will be held, and substantive responses will be formulated.

- Funding
  - Will be addressed in the fall. Mutual understanding needed between faculty and students before moving forward. Budget transparency is important.

Department reviews
Department chairs met with CALS senior leadership to discuss standardized concepts. Chairs brought data sets re: research expenditures, budget, etc. No similar tool exists yet in the DEI space, but the ODEI is structured well to address this.

DEI is currently narrowly defined as race/gender representation, highlighting a need. Departments shared data on volume of events and speakers without connecting to learning objectives. Some survey data. No discussions on climate, colleagueship, or relationships. Would be helpful for units if there were a better definition of DEI and better ways to assess and measure DEI success.

Comment
- Hope that conversations are also being held about relationships between CALS administration units and departments.

Announcements and Adjourn
Tom Browne will share a Google Doc for potential Honorary Recognition nominees.

The meeting adjourned at approximately 3:07pm.