MINUTES

The meeting was called to order by Brad Bolling at 12:01pm.

Welcome

Review agenda

Approval of March 13, 2023 meeting minutes (attachment)
Victor Cabrera made a motion to approve the March 13, 2023 meeting minutes. Christi Binkley seconded the motion. The motion passed unanimously.

Announcements/updates

• Beyond the Table: Food Justice, Science and Policy is Monday, April 17 from 8am-4pm at Union South.
• CALS Awards Program and Reception is Tuesday, May 2 from 3-5pm at Ebling Auditorium, Microbial Sciences Building.
• Faculty candidate finalist interview process & 1:1 meetings with peers
  o ODEI will pursue implementation in the fall.

175th anniversary grant proposal
• Chancellor issued call for proposals for events, research, etc. tied to the Wisconsin Idea themes outlined here: https://universityrelations.wisc.edu/175proposals/
• ODEI will submit a proposal. Ideas and/or collaboration from EDC is welcome.
• $1000 grant; no deadline to submit. Earlier is better as funds may deplete.

CALS DEI professional development requirement
• ODEI is previewing a draft of the requirement with the EDC, department diversity representatives, coordinators of graduate programs and MOSAIC.
• Requirement will go live in January 2024 with first enforcement in January 2025. Pay plan increase eligibility and eligibility for CALS awards will be impacted by completion of the requirement.
• The CALS Academic Planning Council (APC) approved the implementation of the professional
development requirement in May 2021.
• Requirement is part of a continuous learning process that will keep being improved and adjusted.
May take a full cycle to see the impact.
• Process for participants: 1) find an opportunity of interest that aligns with the ODEI
themes provided and that is related to their work; communicate with their supervisor; 2) complete brief
questionnaire about opportunity and expectations; 3) participate in experience; 4) complete brief
post-experience reflection; 5) optional opportunity to participate in dialogue with a small group.
• ODEI will provide a rubric to assist with finding a qualifying experience.
• A pilot group of faculty and staff will help provide feedback during fall 2023.
• After the cycle finishes, ODEI will create a report to share everything learned.

Questions/comments:
• Surprise expressed that some department diversity representatives had not previously heard of the
requirement. Many departments have already incorporated the requirement into future plans.
  o Will revisit with department chairs and CALS APC during May meetings.
• Issue is not pushback on the concept of a requirement; rather, how it is being rolled out and that it
  is not being incorporated into tenure dossiers.
• Reference of research that shows a professional development requirement is not an agent of
  change that addresses the real issues.
• Hope the college internalizes this into other ways that will make change.
• There is no single item that will make change. Need to create habits across areas and provide
  opportunities for mindset shifts. Hard to move a culture en masse if it is not a part of daily culture.
• Not against the requirement but frustrated about lack of plans in other areas.
• What would be a signal that shows someone is not supportive of the requirement?
  o If someone does not complete it.
• Would like DEI to be a required part of the tenure process.
• Like the design of the requirement.
• How does the requirement fit into the big picture of addressing core systemic problems? Hope this
  will be part of the communication plan.
• Who approves each opportunity?
  o ODEI is finalizing the questions and working with CALS IT on the submission process. ODEI
    will approve and will find a consistency and cadence to do so quickly.
  ▪ No concerns.
• Are the questions standardized or personalized?
  o Standardized.
• Will graduate student assistant participate in the requirement?
  o Not in the first year since they are not eligible for pay increases. Maybe in the future.
• Enforcement of graduate student participation may be difficult.
• Regular communication will help to acclimate and promote a positive outlook. Would like to hear
  about the strategy and how the requirement supports overall goals of the college.
• People could be uncertain about what to focus on. Could ODEI provide ideas for how to source
  opportunities?
  o Yes. The learning hub will be one resource.
  o Some will want to create their own experience, and some will prefer to have choices. All
    learners will be supported.
  o ODEI will develop 2-3 signature events each year that will qualify.
• Would be more impactful for students to see faculty choose an experience that is meaningful to them and applies to their work rather than simply selecting a DEI item from a list.
• Can a PI simply attend a talk by a person of color and use this as a qualifying experience?
  o No, it must also be related to one of the key DEI themes identified by the ODEI and be related to the work the PI does. There are different approaches; themes are flexible.
• Will there be a resource page? Are people able to share existing resources?
  o Yes, the learning hub will have curated resources and a suggestion box where anyone can submit existing resources.
• If a group wants to publish a paper on a topic in their field and have a conversation without a DEI professional present, does this count as a qualifying experience?
  o A DEI-focused conversation without a professional may qualify if there are external resources being used to supplement and support the conversation.
• How can the EDC support the ODEI with the rollout?
  o The ODEI has the responsibility to provide the committee with information; information sharing will be key. EDC members can share with their departments the committee’s conversations, and the resources that include the learning hub, dashboard, etc. Advocate that DEI is fundamentally important to the three areas of CALS’ mission (academics, research, and outreach). Use the tools to help drive conversations and build culture.
• Can EDC help with a recommendation to include DEI activity as a part of tenure process?
  o These processes are controlled by the college. Conversations are being held with divisional committees about incorporating DEI into existing categories rather than adding a new evaluation category. Issue is that standard evaluation mechanisms for DEI do not currently exist.
• A universal template for annual reports will build culture but metrics are needed.
  o Dashboard will help relay success metrics for DEI.

The meeting adjourned at approximately 1:04pm.