

**Equity and Diversity Committee**  
**College of Agricultural and Life Sciences**  
January 10, 2024, 11:30am-12:45pm  
Zoom Video

**Attendees:** Burcu Alptekin, Bradley Bolling, Dominique Brossard (left at 12:30pm), Karie Cherwin, Kerri Coon, Rosalia Gittens, Tracy Hanke, Anam Khan, Al Kovaleski, Jelena Tshianag Lee, Louis Macias, Mandi Moy, Ivan Rayment, Amy Trowbridge, Bre Sinotte Wang.

**Not present:** Amanda Gevens, Erin Wall, Tom Browne.

**Minutes by:** Muhamed Sadiku

**Attending as public meeting:** None

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MINUTES

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The meeting was called to order by Brad Bolling at 11:32 am.

**Welcome/Introductions/review agenda**

Muhamed Sadiku and Anam Kham were introduced as the new administrative support and the new graduate student representative, respectively. EDC members introduced themselves to the newcomers.

There were no changes or additions to the agenda.

**Approval of December 13, 2023 meeting minutes**

Ivan Rayment made a motion to approve the December 13, 2023 meeting minutes. Bre Sinotte Wang seconded the motion. The motion passed unanimously.

**CALS Equity and Diversity Award**

The Equity and Diversity Committee bestows the award for the CALS Equity and Diversity Award. Brad Bolling, the committee co-chair, informed the committee members about this year's nominations and asked for volunteers to establish a review committee. The review committee will consist of Jelena Lee, Burcu Alptekin, Anam Khan, Karie Cherwin, and Tom Browne. Recommendations are due on February 16, 2024, and the members were encouraged to attend CALS Awards Ceremony scheduled on May 7, 2024.

**State of the DEI**

**a. Updates**

Not many changes since the end of the last semester that ended with the compromise between the Board of Regents and the State Legislature. Items emphasized in this discussion include:

- The cap for administrators (non-faculty positions) is not a freeze; if someone leaves, the position can be filled.
- University committed to ending the TOP program.
- Campus hiring initiative: UW to hire 150 new faculty.
- No DEI jobs to be lost, they will be repurposed around student success.
- Pay plan increase effective tomorrow, January 11, 2024.

**Question:** Regarding the cap, if DEI is integrated into a project (in the process of grant writing) does this have to be taken into consideration?

**Answer:** The understanding is that grants, contracts, and other such stuff will be exempt. One must abide by the parameters of the grant.

#### b. Strategy

- It is very important to continue to emphasize the importance of DEI, and the functional value of DEI.
- We will continue thinking about Professional Development. Dean Gillaspay has promised that it will be revisited at the beginning of March. We are not sure it will be a requirement, more to come next month.
- We are operating in an environment with much scrutiny around DEI nationwide, and representative Robin Voss considers this as only the first step.
- We must think about what we are missing, areas to improve, and what to focus on.

#### c. Q&A

**Comment:** It was mentioned that the Professional Development will be revisited, and it is questionable whether it will be a requirement. It was suggested that folks push back because Professional Development has passed through the governance of this committee and the Academic Planning Council as a mandatory requirement.

- The committee will receive an update on this topic in the February meeting.

**Comment:** The university says that DEI is important to them, but their actions do not reflect the importance of the DEI, and this is annoying to witness. It seems like they support DEI only when it is popular, but their actions do not seem genuine. This is manifested in their policies such as the parental leave policy – it does not take into consideration the needs of people.

### Updates

Louis Macias, Associate Dean for DEI, provided the following updates:

- CALS Equity and Diversity Award nominations have doubled due to:
  - The impact of the nominators
  - Streamlining the award nomination process, and
  - Encouraging language

- Segregated fees (accounts used for segregated fees) and parental leave will be discussed with the CALS Associate Dean for Finance and Administration and the outcomes will be reported here.
- Louis will also ask if the additional \$200 of segregated fees paid by international students can be removed.
- Due to the high volume of questions related to human resources, members would like to have an HR representative on the committee.
  - The college is working on this.

### **Reviewing the list of topics**

EDC members reviewed the list of potential topics of interest and were asked if there were any additions. EDC members suggested the following:

- Maternal/paternal leave policy (item was discussed previously)
- Shared governance and the right of vote within departments

The meeting adjourned at approximately 12:37pm.