

**Equity and Diversity Committee**  
**College of Agricultural and Life Sciences**  
May 14, 2025, 11:30am-12:45pm  
240 Steenbock Library

**Attendees:** Brad Bolling, Kerri Coon, Veronica Law, Laurie Sand, Amanda Gevens, Christelle Guedot, Ivan Rayment, Victor Cabrera, Erin Wall, Tom Browne, Burcu Aleptkin, Louis Macias

**Not present:** Jelena Lee, AL Kovalski, Amy Trowbridge, Mandi Moy, Rosie Gittens, Majd Allawi, Bre Sinotte Wang

**Guest:** None

**Minutes by:** Tara Darga

**Attending as public meeting:** Brett Schieve, Natalia DeLeon

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**MINUTES**

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

**Welcome/review agenda**

There were no changes or additions to the agenda.

**Approval of April 9, 2025, meeting minutes**

Without any revisions, the April 9, 2025 minutes were approved unanimously.

**April Meeting Debrief**

Brad Bolling reported that guests Patrick Sheehan, Associate Vice Chancellor and Chief Human Resource Officer and Dean Glenda Gillaspay presented at the April meeting. Patrick shared details about his role as the Chief Resource Officer. Dean Gillaspay shared areas the EDC could continue work on.

**Key Updates**

Update on Climate Survey from Louis Macias

The original commitment in an eCALS post communicated that we would take March/Apr to analyze results, compile a report, and by end of May there would be a report released. Public/college sharing of the report would be in the fall. Mandi and Louis are putting together a 45" presentation.

**Question:** Response rate has been lowering. Not all questions are being answered at the end. Should we shorten the survey to get more response?

**Answer:** We don't think the length of the survey affects the response rate. Confidentiality was #1 factor people chose not to take the survey. 2<sup>nd</sup> concern was "does it matter"? Is the college going to do anything with the results? These concerns are not uncommon in a lot of surveys.

**Question:** This 45" presentation, who will be your audience?

**Answer:** Dean and AD's.

**Question:** Why are the survey results not being shared right now with the committee?

**Answer:** Summer was brought up as a reason, it's the end of academic work. It wouldn't get the attention it should get.

**Question:** Who commissioned the survey?

**Answer:** The ODEI team put it together. College paid for it. The client was ODEI with survey center.

**Question:** Can the committee request to see the presentation?

**Answer:** I don't know.

**Question:** Has the dean seen the report?

**Answer:** No, it's not done until June 1st.

**Question:** Who is part of the dean leadership group?

**Answer:** Dean and associate deans

**Question:** What are the policies driving these surveys? Is there policy to make sure results go back out to the people? What is the agreement? What is the policy driving a college level survey. If you do a survey next year, you'll get even fewer responses. This delay is questionable.

**Answer:** [Louis] I don't have knowledge of any policy that dictates how a survey is administered. Best practice is to make a commitment to timelines and stick to that commitment. When changes come to that process people question it.

**Question:** ODEI does not exist anymore. There's no such office. Who is actually going to take that data and go through it? That 3<sup>rd</sup> party office has already done their report?

**Answer:** Yes, we have 80 pages and Mandi and I [Louis] have to clean that up. That data is confidential. We are working on an 8-10 page written report. We'll report on key findings in 4 thematic areas and make recommendations.

#### MOSAIC Update from Tom Browne

Since this topic went on the agenda the situation has been evolving. MOSAIC is a grad student mentorship group for mentoring students of color. Since executive orders have come out, the office of legal affairs has been working with colleges/schools looking at websites and MOASIC was an organization that was flagged for concerning language by advertising that it works with BIPOC students. MOSAIC website was taken down. MOSAIC can continue but the group needs to be clear that it's open to anyone. Tom is working with CALS external relations unit and has made some adjustments to the site which is back up. Six student organizations had webpages that by policy, will no longer be on the CALS websites. We want to transport their language to a different site.

**Question:** If you are an official student organization you get some money from the college?

**Answer:** Student organizations can apply for it.

**Question:** Can student organizations raise their own money? What is the compliance?

**Answer:** Yes, any student organization can fundraise. Being a registered student organization means you can publicize on UW websites, apply for grants, etc.

**Question:** Could ASM get cuts that would hinder student organizations?

**Answer:** Yes, and all organizations would be affected then.

**Question:** The movement of 6 student organizations from CALS website, why?

**Answer:** A CALS IT policy has been there all along but somehow these organizations got sites anyways. An audit revealed they should not have had sites.

#### **EDC Awards**

CALS EDC award was cancelled. CASI recommended alternative forms of recognition. The dean was open to alternative forms of recognition.

#### **Co-Chair Elections**

Brad Bolling read Al Kovaleski and Christelle Guedot's nomination statement for co-chair. Paper ballots were handed out. Brad collected and tallied the results. Christelle Guedot was elected co-chair for the 2025-2026 AY.

The meeting was closed at 12:51 p.m.