9/10/2025 Equity and Diversity Committee Meeting Notes

Attendees: Christelle Guedot, Tom Browne, Brad Bolling, Amanda Gevens, Al Kovaleski, Veronica Law, Glenda Gillaspy, Majd Allawi, Jake Brunkard, Paulo Falco Cobra, Nadia Noor, Erin Wall, Naureen Kamal, Laurie Sand, Marisa Lanker

Not present:

Guest: None

Minutes by: Naureen Kamal

MINUTES

This meeting was called to order by Tom Browne at 11:30 am.

Welcome/review agenda

No changes or additions to agenda

All committee members introduced themselves

Approval of May 14, 2025 meeting minutes

Al moves to approve

Erin seconds motion to approve agenda

Without any revisions, the minutes were approved unanimously

Question: How can we improve the intersection between EDC representatives, this committee, and other entities?

Answer: Dean Gillaspy noted that groups will ideally be able to communicate with one another and meet. Hoping to bridge all entities and increase harmony. Hope to increase communication and reduce duplication.

Key Updates

Update on federal work by Glenda Gillaspy

October 3rd all college meetings in-person only in Biochemistry. Glenda will attend meetings and answer questions. 5% Budget cut shared across the college). A budget letter will be emailed to be notified of budget cuts.

CALS community builder awards to be announced to recognize many individuals and use that award to build community practice. Encouraged to start thinking about nominations and recognitions for builder awards. Spring discussions to elevate more folks as leaders. The Chancellor's group is following up on DDEA. IE will analyze how activities are done. Badger pluralism to be announced valuing all individuals for the differences they bring. Tom Browne and Liza Chang will be working to deploy new activities, mostly, but not exclusively centered around student belonging. Climate survey results require an action plan which will be developed by the EDC to create a final action plan containing 3-5 overarching goals. Individual units within CALS will address the climate survey results by working on at least one specific thing, chosen by the unit, that addresses one of the overarching goals.

The committee discussed how a Consultant could assist with committee with developing an action plan. The advantages and disadvantages of an external consultant vs. one from our UW Office of Strategic Consulting were discussed. A question on whether the group would be involved in a statistical analysis of the data would be done by the group or consultant was asked. The dean answered that the **s**tatistical analysis has been completed. A question about who finances the consultant was asked. The dean replied the college would be funding this. A question was asked about whether the consultant would help to facilitate conversation. The dean answered that **t**he consultant should not be making decisions for the group, but should be an outside perspective to facilitate conversation. The question about the end product of activities was asked and the dean answered that **t**hey (the proposed goals) should be supported by this group, and then acted on by individual units. A similar question was asked about how the committee could come up with specific suggestions for improving climate, not knowing what resources are available in terms of people and funds. The dean answered that the committee's charge was mostly to generate broad goals and ideas to improve climate, though ideas about specific tasks that could support those goals are relevant. Funding these is a separate discussion. A question was asked as to whether if the group uses a consultant, will they (the consultant) identify big areas to work on and the committee then comes up with action items. The dean replied that a good consultant will lead a group in discussion, but should not be supplying the final answers, similar to what happens when a teacher guides a student with homework problems. A question was asked as to why our Provost is interested in the CALS Climate survey results. The dean answered that the climate survey demonstrated need and noted clear challenges. A question about how historically, post climate survey plans have been addressed. The dean replied that there has only been one previous survey. The college and dean's leadership team came up with an action plan and asked all departments to design at least one activity. There were comments about the past process determining which activities academic departments had to engage in. The dean clarified that units in the college will design their own plans/activities in response to the current survey, and that those plans should roll up into the goals the committee has set.

There was discussion on how other colleges create action plans after climate surveys, questions about the cost of consultants, whether diversity reps in the college duplicate the role of this committee, best practices to create systemic changes in a meaningful way, the timing of the committee's work, and how a strategic plan is different from a list of activities. It was suggested that Diversity reps ideally would be a conduit between this committee and academic departments.

The dean queried the group on their excitement on having an external consultant vs. an internal consultant. The majority were more comfortable with an internal consultant. It was decided that the work plan would be for three sub-committees to start working on different aspects of the climate survey results. The Co-chairs divided committee members up into these three groups. It was suggested that individuals should start reading their section. A final discussion centered on what actions departments would take, with agreement that **t**his committee is doing the work needed now to craft an action plan containing 3-5 overarching goals.

This meeting was closed at 12:49 pm.