

12/10/2025 CALS Equity and Diversity Committee Meeting Minutes

Attendees: Tom Browne, Al Kovaleski, Veronica Law, Victor Cabrera, Christelle Guedot, Paulo Falco Cobra, Erin Wall, Brad Bolling, Marisa Lanker, Jake Brunkard, Amanda Givens

Guests: Steve Bialek, Crystal Anders (Office of Strategic Consulting); Rosie Gittens

Minutes recorded by Brad Bolling

MINUTES

The meeting was called to order at 11:33 AM by Tom Browne.

Welcome/review agenda

No changes to agenda

Approval of 11/12/2025 CALS EDC meeting minutes.

Motion to approve minutes: Erin, Second Paulo; Passed unanimously

Discussion on CALS Wellness Committee

Presented by Rosie Gittens

Rosie works as the training and organizational development manager at CALS HR. She presented information about the CALS Wellness Committee, below

The CALS Wellness Committee consists of 7 members from different units. It organizes and hosts different activities. There is an opportunity to collaborate on building community. Rosie would like input for future events. She sees the opportunity to align the work and committees.

Rosie spoke about the history of the Wellness Committee and how it was formed by HR during the pandemic to address the needs of staff, then opened to the broader staff community. Rosie answered questions from the group. Rosie described past events, offering therapy dogs from campus police; new staff welcomes; plant donations, ice cream social; community walks.

The committee discussed the CALS Climate Survey, with discussion facilitated by Steve and Crystal from the Office of Strategic Consulting. The committee's next steps are to continue sorting, and work on an outcomes-based action planning. The committee will work on a Cause & Effect worksheet provided by OSC, and use the handout to reflect on common outcomes. The goal is to measure/evaluate if the outcome has been achieved. The Dean will attend the February meeting to discuss outcomes & responsibility.

Meeting adjourned: 12:51PM