

**Equity and Diversity Committee**  
**College of Agricultural and Life Sciences**  
December 7, 2020, 2:00pm-3:00pm  
Virtual meeting via Zoom

**Attendees:** Erika Anna, Brian Asen, Bill Barker, Brad Bolling, Dominique Brossard, Thomas Browne, Natalia de Leon, Christelle Guedot, Carol Hillmer, Becky Larson, Laura Hernandez, Mickenzee Okon, Bret Payseur, Mark Rickenbach, Doug Rouse, Bre Sinotte Wang, Hans Smith, Erin Wall, Matthew Warren  
**Not present:** Christiana Binkley, Kase Wheatley  
**Minutes by:** Julie Scharm

**Attending as public meeting:** None

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MINUTES

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The meeting was called to order by Tom Browne at 2:01pm.

**Review agenda**

No changes were made to the agenda.

**Approval of November 9, 2020 meeting minutes (attachment)**

Laura Hernandez made a motion to approve the November 9, 2020 meeting minutes. Bret Payseur seconded the motion. The motion was unanimously approved.

**Subcommittee updates**

Communications

The subcommittee met and developed the following ideas to pursue:

- Increase the visibility of resources on the EDC website. This may require assistance from the CALS IT web team and CALS support staff. Tom Browne will connect with Mark Rickenbach and CALS External Relations on potential plans.
- Develop a communication plan to 1) become proactive in communications, 2) help department diversity representatives interface with the committee, and 3) be flexible in communication strategies.

Department diversity representatives

The subcommittee met and developed the following ideas to pursue:

- Create a resource location (e.g. web page, Box folder) for department diversity representatives to use. This includes items such as trainings, articles, events, and resources.
- Have dedicated way to review student letters sent to departments. The purpose would be to find common themes, develop goals, and follow up with departments to see if they need assistance.
  - Hans Smith requested that he and Christiana Binkley be involved in this initiative.
- Take a deeper dive in ways to engage in and promote the need for training. Look at what works and what doesn't work to develop effective ways to proceed.

- Streamline the review of goal 4 of departmental plans in order to have more timely feedback to the Dean's Office.

#### Comments and questions:

- Think about aligning the timing of topics with the department diversity representative meetings in the spring semester.
- Can the goal 4 feedback go right from the committee to the departments, instead of going through the Dean's Office?
  - The Dean's Office will consider this.
  - Note that CALS CASI provides feedback on goal 4 as well.
    - It may be helpful to incorporate the CASI feedback into the EDC feedback to provide a joint report.
  - We could think of a way to expedite and streamline the review process, as this year's reviews were a bit variable and subjective.
- Should we review the goal 4 rubric at the January meeting? It might help to discuss what we expect for the categories.
  - It may be helpful to have a tutorial/training on how to review the plans and use the rubric. The department diversity representatives subcommittee will continue to work on this.

#### Lunch and learn planning

The subcommittee meets monthly to plan events. Two former committee members are still members of the subcommittee. Five sessions, beginning in mid-January, are currently being planned (see the attached flyer). In April, the subcommittee will facilitate a half-day cultural responsiveness training, with Jesse Conaway helping to gather speakers; registration will be required.

#### Recruitment and retention

Matthew Warren volunteered to chair the subcommittee, with Christelle Guedot as the backup.

The subcommittee met and decided to focus on retention efforts. For this work, the subcommittee decided to split into two groups focusing on: 1) faculty, staff, and postdocs and 2) students. Each group will develop ideas on the barriers of retention and then compare lists to find similarities and decide what is most feasible to work on. Two student issues already raised were segregated fees and international fees.

#### Comments and questions:

- There are differences in RA salaries across programs. How do we work on this? It creates a climate and diversity issue within departments and the university.
  - The subcommittee discussed this and will continue to include it in their discussions.
  - Graduate stipends are set each year by programs based on Graduate School guidelines.
  - Even if every program wants to be on the same level at UW, we still need to keep in mind comparisons to similar programs across the country.
    - To become competitive with other schools, the schedule of increases is a mechanism to work on.

- The lowest hanging fruit is the international student fee. These students already have a large financial burden.
- Could we provide a bonus or something similar for milestones like passing a prelim, besides the reduced segregated fee?
  - Many programs are starting to look at tiered rates, so when someone becomes a dissertator, an increase to the rate occurs. We have three or four programs that currently use that model. Engineering has a rate structure with an increase every year. Consult with CALS HR on discussions in this area.
- Tiered rates may be preferred over supplementation and it would be helpful if tiered rates were required by the Graduate School.
  - Could we implement this in CALS?
  - CALS HR is not aware of many people in CALS supplemented above their stipend level. Most are following the program level.

The subcommittee updates will be a standing committee agenda item. Subcommittees should review the committee meeting minutes to keep track of items to discuss.

### **Overview of the review of goal 4 of the 2020-2024 departmental plans**

Twelve members of the committee reviewed goal 4 of the 16 departmental plans. Each committee member reviewed four to five departments. The rubric contained six criteria with a reviewer ranking of outstanding to lacking, with an opportunity for comments. The ranking score was highly variable this year. The comments presented the following themes:

- Evidence of progress assessing department needs: A lot of departments want to rely on climate survey to set goals/priorities. Not all departments are involving everyone in activities. There is a lack of specificity on how to assess progress.
- Plan for increasing awareness and training: Departments seem to be active in this area.
- Investment in equity and diversity: Retention is the primary topic to work on. Use of TOP and internships, etc. has a lot of activity. Providing physical spaces seems to be a challenge.
- Departmental short and long-term goal development: Some departments are more mature in their thinking about this than others. This topic requires more discussion. There are some good ideas, but long-term goals have a lack of specificity.
- Actionable items to address in the short term: Overall, these activities have more clarity and effort. More specificity and planning are recommended.
- Evidence of a plan for evaluation of performance: This is another place where the maturity of each department becomes more obvious. The climate survey is often mentioned as mechanism for evaluation.

Comments and questions:

- Consider more discussion on this, either with the committee or subcommittee.

### **College updates and questions from the committee**

In regards to the CALS climate survey, the Office of Strategic Consulting (OSC) will take a larger role in analyzing the results and developing feedback for units, including CALS administration. OSC will start engagement and dialogue in January.

**Adjourn**

The meeting adjourned at approximately 3:05pm.

# CALS EQUITY AND DIVERSITY COMMITTEE

## SPRING 2021 LUNCH AND LEARN SERIES: OUR SHARED FUTURE

Date and Time	Speaker(s), Affiliation(s)	Focus
Monday, January 11 from 12 - 1PM	<ul style="list-style-type: none"> <li>• <b>Aaron Bird Bear</b>, Director of Tribal Relations at UW-Madison</li> <li>• <b>Claudia Irene Calderon</b>, Associate Faculty Associate in Horticulture at UW-Madison</li> <li>• <b>Omar Poler</b>, American Indian Curriculum Services Coordinator at UW-Madison</li> </ul>	Panel about history of UW-Madison involvement with land expropriation, Morrill Land Grant Acts, actions taken by CALS in past and future
Monday, February 8 from 12 - 1PM	• <b>TBD</b>	Cultural trauma of our collective history and present
Monday, March 1 from 12-1PM	<ul style="list-style-type: none"> <li>• <b>Claire Bjork</b>, K-12 Professional Development Coordinator with Earth Partnership at UW-Madison</li> <li>• <b>Brian Gauthier</b>, Community Resource Development Educator with Lac du Flambeau Tribe at UW- Extension</li> <li>• <b>Irwin Goldman</b>, Professor in Horticulture at UW-Madison</li> <li>• <b>Ariga Grigoryan</b>, Associate Professor in Community, Natural Resources, and Economic Development at UW- Extension</li> </ul>	Panel about educational and research partnerships
Monday, April 19 from 12-1PM	• <b>Samantha Skenadore</b> , Of Council at Quarles & Brady, LLP	Inherent sovereignty and tribal law
May TBD from 9AM – 12PM *Pre-registration required*	• <b>CALS Equity and Diversity Committee Facilitating</b>	Half day Cultural Responsiveness Training workshop

For more details on each session please visit [equitydiversity.cals.wisc.edu/lunch-and-learn/](http://equitydiversity.cals.wisc.edu/lunch-and-learn/)

