

Equity and Diversity Committee
College of Agricultural and Life Sciences

January 11, 2021, 2:00pm-3:00pm

Virtual meeting via Zoom

Attendees: Erika Anna, Brian Asen, Bill Barker, Christiana Binkley, Brad Bolling, Thomas Browne, Natalia de Leon, Christelle Guedot, Becky Larson, Laura Hernandez, Mickenzee Okon, Bret Payseur, Mark Rickenbach, Bre Sinotte Wang, Hans Smith, Erin Wall, Matthew Warren

Not present: Dominique Brossard, Carol Hillmer, Doug Rouse

Minutes by: Julie Scharm

Attending as public meeting: None

MINUTES

The meeting was called to order by Tom Browne at 2:02pm.

Review agenda

No changes were made to the agenda.

Approval of December 7, 2020 meeting minutes (attachment)

Natalia de Leon made a motion to approve the December 7, 2020 meeting minutes. Matthew Warren seconded the motion. The motion was unanimously approved.

Subcommittee updates

Communications

The subcommittee hopes to meet with some key people in the college on communications at their next meeting.

Department diversity representatives

The subcommittee is considering training and how to work with departments on this, in concert with CALS leadership. The subcommittee is also reviewing the student letters from last year to look at key themes for items to be addressed at the college or committee level. Key themes will be cataloged along with potential action items.

Lunch and learn planning

The spring semester will focus on the Our Shared Future initiative. CALS received funding from the initiative to conduct this programming. 83 people participated in the January 11, 2021 lunch and learn event. A recording of the event will be posted on the committee's website. After each session, the goal is to develop action items for sustained investment to consider.

The subcommittee is developing a flyer for the April 29 cultural responsiveness workshop.

Sessions and takeaways include:

- Advancing culture and vitality of Wisconsin First National Communities
- Creating intentional spaces and fostering belonging for Native students

- Navigating resistance: opportunities to engage faculty and staff resistant to sustained investment

Recruitment and retention

The subcommittee will meet next week. Christelle Guedot, Becky Larson, and Matthew Warren met to discuss the postdoctoral community to outline potential action items for discussion:

- Consider providing resource information to international postdocs on legal consultation and tax support.
- Consider how we classify postdocs (they are not staff or students) and how they are included in communications, as this is a group that is often missed. Their perspective and input on information is valuable.
- Consider how to approach vacation and sick time, as right now this is handled on a lab-to-lab basis.

The subcommittee will also gather topics from the graduate student and faculty/staff workgroups, in order to decide what topics to bring to the larger committee.

CALS Equity and Diversity Award nominations, due February 12

The call for nominations is at: <https://d2nieaxflbf8yv.cloudfront.net/wp-content/uploads/sites/4/2020/12/CALS-Equity-and-Diversity-Award.pdf?x97888>. The award recognizes an individual or group for their contribution to academic activities and programs that advance the academic and professional climate of diversity, respect, inclusion, and equity in the College of Agricultural and Life Sciences. One award is given each year. Within your networks, please encourage nominations. The due date for nominations is February 12, 2021.

The CALS EDC reviews the nominations and recommends a recipient. Anyone who is a nominee or nominator is not part of the review process.

Dean's response to the committee's 2020 proposals

An eCALS summary on this topic is at: <https://ecals.cals.wisc.edu/2020/12/21/dean-vandenbosch-responds-to-requests-from-equity-and-diversity-committee/>.

Introduction of the topic: process and rubric for the review of goal 4 of 2021-2025 departmental plans (discussion in February) (attachment)

The committee will further discuss this topic in February. The attached rubric was used in 2020 and feedback for 2021 is welcome.

Comments and questions:

- Last year, the rankings had a large range, so we may want to consider how to use the rubric more consistently amongst reviewers this year.
 - Do we have exemplary examples for people to rate against?
 - It's less about how departments compare to each other, as they are all in a different area in their process, though if someone is consistently underperforming, the college would like to know that.
- Should we consider discussing goal 4 of each plan? Maybe we review them and then discuss them as a group to streamline the input over a couple of meetings?

- Could we put together a full list of productive/helpful activities and then provide that list to all departments, as examples for them to consider?
 - Maybe this could be discussed at a department diversity representative meeting.
- The committee could potentially send feedback directly to departments instead of going through the Dean's Office.

College updates and questions from the committee

There were no topics for this meeting.

Adjourn

The meeting adjourned at 3:00pm.