Chancellor’s Committee on Inclusive Excellence

Meeting Minutes

Monday, October 22, 2012

Present: Elizabeth Ogunsola, Chris Clements, Lois Smith, Julie Marino, Richard McGregory, Elizabeth Watson, Mark McPhail, Lauren Smith, Julie Minikel-Lacocque, Pilar Melero, Kim Knesting, Adriana Guram, Chunju Chen, Cindy Konrad, Mai Yer Yang, Luis Benevoglienti, Andrew Brenes, and Ron Buchholz.

The meeting was called to order at 3:03 p.m. by Elizabeth Ogunsola, Co-Chairperson

The minutes were reviewed and Lauren Smith and Richard McGregory moved and seconded to approve the minutes of the September 17, 2012 meeting. There was unanimous approval of the minutes.

1. The committee reviewed and discussed the recommendations regarding Classified Staff Perspectives on Inclusive Excellence. These recommendations were collected from feedback of those individuals attending the October 21, 2011 Campus Diversity Forum. Recently the Chancellor has approved the creation of the Classified Staff Advisory Council, which will serve as a representative body for Classified Staff. Dean Clements suggested that we invite Eunice Lehner, present chairperson of the Classified Connection, to our next meeting to provide us more information about the Classified Staff Advisory Committee so we can best align our discussion and efforts with their work. Ron will invite Eunice to our November 19, 2012 meeting.

We continued to discuss the concerns of Classified Staff, and talked briefly during different points in the meeting about some of the recommendations set forth at the 2011 Diversity Forum. In general, whether or not Classified Staff are allowed to access email or to attend various campus training and events, such as the Diversity Forum, seems to be inconsistent among University departments and supervisors.

1. Dean McPhail provided a brief summary about the Campus Diversity Forum. With the exception of the opening and closing events, all other events were well attended. The University received good coverage in local newspapers and radio stations. Richard indicated that he heard positive comments about the Forum at a UW System meeting in Madison recently. Lauren mentioned that the involvement of the historical figures in the classrooms was wonderful and well received. Chen distributed the results for the Campus Diversity Forum Evaluation Survey. To date, only 33 individuals have completed the survey.

Specific recommendations for next years’ Diversity forum:

1. Target attendance of non-instructional academic staff since no non-instructional academic staff completed the survey.
2. Determine a method to increase feedback from participants, such as distributing a paper evaluation to individuals when they enter the event, and ask them to complete and return the survey upon leaving the event.
3. Use social media more effectively at future Diversity Forums by creating a more real-time dialog on Twitter among those attending the events.
4. Video record future speakers for delayed broadcasts
5. Recruit faculty to bring their classes to the open sessions to help build an audience.
6. Incorporate socioeconomic class as well as employee classification into future forums.
7. Dean Heyning has volunteered the College of Education & Professional Studies as the sponsoring college for the 2013 Diversity Forum. The following committee members have agreed to serve on the Planning Committee and will meet to assist Dean Heyning:
   1. Adrianna Guram, Cindy Konrad, Mark McPhail, Pilar Melero, Chunju Chen, Richard McGregory, Luis Benevoglienti, and Julie Minikel-Lacocque.
8. Dean Clements provided a brief overview of the discussion held at the Strategic Planning and Budget Committee (SPBC) regarding the UWW Inclusive Excellence Discussion Questions. Specifically questions #4 and #5 were discussed at a recent SPBC meeting. The following is a summary of the SPBC conversation:

Question #4 What are the constraints and barriers that hinder progress to institutionalizing diversity and inclusion throughout our institution?

Two main themes arose at the SPBC discussion:

1. Diversity is a turf issue, meaning that many see it as someone else’s job to do.
2. We always come at diversity as if it’s an adversity issue.

Question #5 How do we cultivate a culture that embraces inclusive excellence beyond the participation of the usual suspects?

1. Dean Clements indicated that many of the suggestions raised are things that the Inclusive Excellence Committee has and is talking about, such as the reworking of the Diversity requirement , the development of rubrics to measure multicultural competence, and the LEAP Essential Learning Outcomes, to name a few.

Dean McPhail stated that as we gather feedback from various groups about the Inclusive Excellence Discussion Questions, we will want to review with the group the definition of Diversity and Inclusive Excellence that this group developed. These definitions incorporate power and privilege that will provide a better context to the discussion.

Throughout this semester, the following committee members have agreed to facilitate a discussion using the five questions with the following groups:

1. Luis Benevoglienti WSG and RHA
2. Elizabeth Ogunsola and Denise Ehlen Academic Staff Assembly
3. Mai Yer Yang Connection Student Council
4. Mark McPhail and Lauren Smith Faculty Senate
5. Ron Buchholz Student Affairs
6. Cindy Konrad Chancellor’s LGBTQ Task Force
7. Lauren Smith Women’s Issues Committee
8. Mark McPhail, Chris Clements, and Richard McGregory SPBC
9. Ron Buchholz will talk with Eunice Lehner about the possibility of holding a discussion with the present Classified Connection or the future Classified Staff Advisory Council.
10. Once the responses and feedback from the groups above is collected, Dean Clements and Dean McPhail will take this information to the other Deans to discuss this further.
11. Disseminated to the group were the notes from the small group discussion following the August 28, 2012 presentation by Provost Kopper, “Positive Restlessness: It’s In Our DNA”. The small group discussion from which the notes were generated was facilitated by Chris Clements and Elizabeth Ogunsola.
12. The State Council on Affirmative Action will hold their Annual Award Ceremony on October 25, 2012. The UW-Whitewater Future Teacher Program is being recognized at this ceremony.
13. The nominees from UW-Whitewater for the UW System Board of Regents 2013 Diversity Awards are:
    1. Freda Briscoe, Individual Category
    2. McNair Program, Team Category
    3. The Future Teacher Program, Institution/Unit Category
14. Cindy Konrad distributed information about the following two events:
    1. Monday, October 29th at 6:30 p.m. in the Kachel Center there will be held a Free Beginning Dance Workshop for Transgender, Queer & Allied People. The workshop will be given by award-winning transgender choreographer Sean Dorsey and the dancers of Sean Dorsey Dance.
    2. October 30, 2012 at 7:30 p.m. will be held The Secret History of Love, a performance by Sean Dorsey Dance. Both events are sponsored by Young Auditorium.
15. Mai Yer Yang shared with the committee the establishment of the Connection Student Council, which has developed from the Multicultural Student Council. The Connection Student Council is comprised of students representing the following student groups: Black Student Union, Disability Awareness & Advocacy Council, IMPACT, International Student Association, Latinos Unidos, Native American Cultural Awareness Association, PRIDE Center, SEAL, Southeast Asian Organization, and the Whitewater Student Government. The purpose is to bring the organizations together to help students among different identity groups build relationships and work collaboratively together.
16. Congratulations to Dean McPhail who recently had an article published in the Northern Kentucky Law Review. Dean McPhail’s article is titled *Digital Divisions: Racial (In)justice and the Limits of Social Informatics in the State of Georgia vs. Troy Anthony Davis*

Submitted by Ron Buchholz