**MINUTES**

**Chancellor’s Committee on Inclusive Excellence**

**University of Wisconsin - Whitewater**

**Tuesday, November 6, 2018 | 2:30PM – 4:00PM**

**UC 69**

*Present:* Eric Loepp, Jes Cisneros, Ozalle Toms, Han Ngo, Kari Borne, Bob Barry, Margaret Wheeler, Miao-Ching Liu, Jess Clayton, Julia Rowehl, Susan Wildermuth, Nate Maddux, Lauren Smith, Deanna Guthrie

*Minutes Recorded by:* Brittany Dickerson, Program Assistant Confidential

*Meeting began at 2:30PM*

**Approval of Minutes**

Chancellor’s Committee on Inclusive Excellence Minutes for October 2, 2018

Motion was made by Dr. Ozalle Toms and seconded by Dr. Jess Clayton to accept the minutes as recorded. Motion approved unanimously.

**Diversity Award**

Dr. Kenny Yarbrough began a discussion on the Board of Regents Diversity Award, for which a call for nominations was sent in mid-October. Dr. Yarbrough received 3 submissions for the “Individual” category, 2 for the “Unit” category, and none for the “Team” category. He requested that the committee vote and decide on the final candidates to present to the Chancellor’s Cabinet on Monday, November 12.

Individual Category

Dr. Yarbrough held a vote between the 3 nominations for the “Individual” category (Dr. Anne Stinson, Han Ngo, and Dr. Anneke Lisberg).

Unit Category

The UW-W LIFE (Learning is for Everyone) program was submitted for the “Unit” category of the award. This program focuses mainly on physical and cognitive disabilities. Dr. Yarbrough stated that these were not mentioned in the award criteria. Dr. Susan Wildermuth added that this is a very new initiative, and therefore there is no way to prove its sustainability. The committee agreed not to move forward with this nomination.

The University Center division (including Student Employment and LEAP, and the Food Pantry) was nominated for the “Unit” category of the award. Dr. Clayton shared that the food pantry is a “hot topic” on campus right now. Dr. Yarbrough stated that while the food pantry was created for those who are economically disadvantaged, there is no proof that that is the target audience. If the committee is to pursue this nomination, they must spin it in such a way that it properly fits the award criteria.

Dr. Lauren Smith nominated ECE4U for the “Unit” category. Dr. Clayton seconded this nomination and provided additional information on the initiative. Drs. Smith and Clayton will provide information on ECE4U to Dr. Yarbrough by the end of the week (11/9/2018).

Dr. Susan Wildermuth proposed that the committee submit ECE4U for the “Unit” category and the UC division for the “Team” category. The committee approved of this proposal.

Dr. Yarbrough stated that if committee members wanted to make any additional nominations, these would need to be submitted by the end of the week.

**Goal 3, Objective 2**

Dr. Yarbrough informed the committee that he made changes to the verbiage of Goal 3 and proposed the changes to SPBC. He stated that the objectives are now actionable and that the University can use information from the first objective to drive the second objective. The November SPBC meeting will be focusing on this.

Dr. Yarbrough informed the Provost that the Climate Surveys are in draft mode. The committee will be looking to apply them to each of the colleges and will eventually work to have them distributed across non-academic units.

The committee discussed the use of the term “cultural competency.” Jes Cisneros suggested expanding upon this term somewhere in the Strategic Plan, even if by adding a footnote. Dr. Wildermuth stated that further explanation could be set in the “KPI” and “Here’s How” portion of the plan. Deanna Guthrie proposed using the term “cultural humility,” as this is being used more often in modern literature.

Dr. Yarbrough will put together a few different options and send to the group for feedback.

**MLK Event**

Dr. LaVar Charleston has secured a guest speaker for the MLK event. The committee stated that the event is generally scheduled the week after MLK day, when students are back on campus. Dr. Yarbrough will verify the dates with Dr. Charleston.

Dr. Yarbrough asked the group what other initiatives and activities they would like to have at the event. He reminded the committee that they must consider Rock County in their planning. Dr. Clayton stated that she was moved by the Forensics Team’s performance at the Fall Diversity Forum and that there should be a similar dramatic/artistic display at the MLK event. Margaret Wheeler agreed with this suggestion. She proposed the idea of using MLK’s speeches and doing dramatic readings.

Dr. Eric Loepp proposed that the event take a political science approach in some of the activities (e.g. How to engage in protests -- What does this do to the individual and community psychologically?; Reading of Letter from Birmingham Jail; How to engage in a productive way when one is especially perturbed or outraged, etc.).

Dr. Yarbrough stated that he would like to replicate what the committee does on the Whitewater campus at the Rock County campus. Dr. Wildermuth suggested that the committee invite the Whitewater Unified School District to attend the events.

Dr. Nate Maddux stated that he knows of faculty and staff members at Rock County who would love to stage activities on the Rock County campus. He believes that the students will embrace these events and initiatives.

Jes suggested the idea of creating a video of individuals doing a reading (e.g. Letter from Birmingham Jail). The individuals’ voices could be spliced together in order to create a unified video (similar to that created by NPR of the Declaration of Independence). The committee could invite the entire campus community (including Rock County) to participate in the readings. Dr. Smith agreed that this would strengthen the unity between Whitewater and Rock County campuses.

Dr. Yarbrough requested that Drs. Loepp and Maddux work together to create the activities relating to protests. Dr. Yarbrough will check with the Forensics Team to request their participation in the MLK event.

**Spring Diversity Forum**

Dr. Yarbrough shared with the committee that the Chancellor would be available to participate in the Spring Diversity Forum the week of April 15-19 (not including the 17). He also shared that WSG President, Tom Kind, believes the committee should capitalize on Tuesday evenings for future events, as these are the days with the least activities for students. Dr. Yarbrough proposed that the committee kick off the event on a Tuesday evening.

Dr. Yarbrough proposed the idea of having the Diversity Forum give attention to individual colleges to keep them involved in the central theme. He suggested highlighting two of the colleges in the spring semester (CoAC and CoLS in particular). He had a conversation with Dean Hayes in which she expressed the need for getting away from looking at art/music as just entertainment. Dr. Yarbrough shared that he came across a conductor/cellist who intertwines social justice in her work. He also came across a Cuban-American oceanographer who talks about diversity and inclusion in STEM.

Dr. Yarbrough shared that the Student Panel event at the Fall Diversity Forum did not have a large number of participants; however, those who did participate thoroughly enjoyed the experience. Dr. Miao-Ching Liu informed the committee that she had required her class to attend this event and proceeded to share her students’ feedback.

The feedback was as follows:

* The committee needs more faculty buy-in;
* Some captains in particular were facilitating in a way that made participants feel isolated;
* Some captains spoke too much; and,
* One participant in particular (a faculty member) spoke of their (unrelated) research and reminded the student participants of the hierarchy in college.

Dr. Yarbrough requested that Brittany forward the notes from this event to the committee.

Kari Borne brought the discussion back to the topic of dates for the Spring Diversity Forum. She asked if there were any alternatives to the April dates previously provided. She explained that mid-April may be a bit late in the semester and that this time of year is particularly busy with ceremonies and finals approaching. Dr. Clayton supported this statement by sharing that the individual colleges have expressed that they are overbooked at this time of year. Kari proposed that the event take place before Spring Break (March).

Bob Barry suggested that the committee tap into the UC Entertainment programming group to help plan events that appeal to students. Bob will send Brittany and Dr. Yarbrough contact information for Marissa Porn, the group contact, and will inform her of the potential collaboration. Kari agreed that some component of programming should go to students (e.g. Residence Hall programming). Han Ngo suggested using ID scanners to take student attendance.

Dr. Yarbrough would like to solidify the dates for the Spring Diversity Forum and send Save-the-Dates out to the campus community. This way, faculty members can embed the event into their syllabi.

Jes proposed the idea of creating a broad calendar of diversity-related events occurring on campus during the spring semester as part of the forum. This would increase awareness of these other events. Han mentioned the SDES Heritage Lecture Series and stated that these could be expanded upon. Dr. Liu expressed concern about how difficult it is to locate events happening on campus. Dr. Clayton agreed that the campus calendar needs to be updated so that it is more user friendly.

**New Business**

There will be a committee meeting in December, at which the committee will discuss the Spring Diversity Forum. Dr. Yarbrough will speak with the Chancellor about having the event before Spring Break. He will also speak with Jim Mead about creating the MLK event video.

**Adjournment**

Dr. Smith moved to adjourn the meeting.

*Meeting adjourned at 3:55PM*