**MINUTES**

**Chancellor’s Committee on Inclusive Excellence**

**University of Wisconsin - Whitewater**

**Monday, March 4, 2019 | 2:30PM – 4:00PM**

**UC 261**

*Present:* LaVar Charleston, Jes Cisneros, Jess Clayton, Deanna Guthrie, Tanya Kam, Kimberly Knesting-Lund, Miao-Ching Liu, Marco Marquez, Megan Martin, Han Ngo, Brian O’Neill, Julia Rowehl, Lauren Smith, Ozalle Toms, Terry Tumbarello, Margaret Wheeler, Susan Wildermuth, Kenny Yarbrough

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

*Meeting began at 2:30PM*

**Approval of Minutes**

Chancellor’s Committee on Inclusive Excellence Minutes for February 4, 2019

Motion was made by Dr. Lauren Smith and seconded by Julia Rowehl to accept the minutes as recorded. Motion approved unanimously.

**Recap: Black History Month Events**

The committee had a brief discussion about the Black History Month events held by the University in February. Drs. Clayton and Charleston shared positive feedback about the Soul Food Luncheon held on February 13 and the Black History Photo Project display. Dr. Miao-Ching Liu stated that the student performances held at these events were very powerful and that these performances would be a welcome addition to any event, not just those held for Black History Month.

**Women’s History Month Events**

Dr. Yarbrough shared several announcements on the Women’s History Month events being held in March (an email announcement was sent out to campus detailing all of these events). He stated that numerous women in the Warhawk community have been contacted to participate in the “I, too, am a Warhawk” pictorial project, which is based on Sojourner Truth’s speech, “Ain’t I a Woman?” These will be displayed on digital signage and UW-Whitewater’s social media accounts. On March 18 at 3PM in UC 275, the University will be holding the Women’s Empowerment Expo. This event will consist of a panel discussion and Q&A session, followed by a networking reception. This event will give students the opportunity to learn how to network and build connections.

**Spring Diversity Forum Postponed**

Dr. Yarbrough shared that the Spring Diversity Forum has been postponed. The prospective keynote speaker, Georgia Stitt, has agreed to come at a later time; however, it is undecided if the Diversity Forum will take place this semester. More updates will be provided at a later date.

**Trainings Needed at UW-Whitewater**

Dr. Yarbrough shared that he is writing a proposal with HR to bring trainings to campus. He asked the committee what types of trainings they believe the campus is missing and in need of.

The committee discussed various training topics (microaggressions, unconscious bias for faculty and staff, cultural fluency/competency, etc.). The committee also discussed various trainings and resources that should be provided for search and screen committees regarding interviewing and hiring. Some committee members expressed a desire for a list of questions that cannot be asked during the search process. Dr. Toms informed the committee that the Provost’s office held an Unconscious Bias Training in December 2017/February 2018, which was conducted by UW-W faculty members. Dr. Toms suggested that the university hire people outside of the university to facilitate these trainings rather than asking faculty to do it.

Dr. Wildermuth discussed the importance of matching the content of a training to the most effective mode of training. The audience should also be taken into account when planning these trainings.

Terry stated that, rather than just facilitating standalone trainings, these principles should be intertwined with everything the Warhawk community does. He suggested quarterly trainings that focus on new topics each time. He stated that UW-Whitewater should become a community that regularly engages in these trainings.

Dr. Kam suggested the use of autobiographies in these trainings. Individuals could share their stories and then follow-up with a discussion based on questions such as, “how would your life be different if you were in this situation?”

Dr. Liu stated that the committee should take advantage of existing resources, since designing new programs takes a lot of time, effort, and resources. She suggested that the committee take an inventory of the university’s current resources and trainings and then move forward from there. She also shared that there is no form of equity, diversity, and/or inclusion training in the first year faculty-training program. She believes that this should be an essential part of this training.

Dr. Charleston stated that the committee should first assess where the University is currently having issues using departmental data, Hate/Bias data, etc. Each department or area of the University may have different needs.

Terry shared that he was part of a LEAP team that created a hiring process to increase diversity in the workplace. Dr. Charleston stated that this should be revisited by the Policies & Procedures subcommittee.

Dr. Clayton addressed the fact that all notes being taken during a search and screen process may later be requested as public records. Terry shared that there is not a clear process on what should be done with handwritten notes (some HR reps are asking that notes be shredded, while others are asking that they be kept).

**Sub-Committee Focus**

Dr. Charleston informed the committee that there are no further updates on the sub-committee focus. He and Dr. Yarbrough will be meeting to discuss before the next committee meeting.

**Diversity Statement**

The committee discussed the newest rendition of the UW-Whitewater Diversity Statement draft. There were some suggested edits, two of the largest suggestions being to use the word “evolving” instead of “changing” and to use the phrase “university community” instead of “campus community” (this new phrase would be more inclusive of the Rock County campus).

**New Business**

No new business was discussed.

**Questions**

Dr. Clayton asked if the committee has started to discuss the schedule for the 2019 Fall Diversity Forum. Dr. Charleston stated that this would be a part of the “sub-committee focus” discussion he will be having with Dr. Yarbrough.

Dr. Smith announced that a University-wide Gender/Equity Report will be conducted by the Women’s Issues Committee this summer.

**Adjournment**

Dr. Clayton moved to adjourn the meeting and Dr. Kam seconded.

*Meeting adjourned at 3:55PM*