**MINUTES**

**Chancellor’s Committee on Inclusive Excellence**

**University of Wisconsin - Whitewater**

**Monday, April 1, 2019 | 2:30PM – 4:00PM**

**UC 266**

*Present:* LaVar Charleston, Jes Cisneros, Jess Clayton, Deanna Guthrie, Tanya Kam, Miao-Ching Liu, Courtney Luedke, Marco Marquez, Megan Martin, Brian O’Neill, Ozalle Toms, Terry Tumbarello, 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 March 4, 2019

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

**UW-W Training Proposal Update**

Dr. Kenny Yarbrough announced that UW-Whitewater will be launching a new training portfolio titled “Warhawk University” in Fall 2019. This new training portfolio will provide several seminars and trainings to UW-W employees that will be branded under the university guide and will help with merit-based raises. Beginning in Fall 2019, every new employee will have to go through an “Understanding Diversity” training during onboarding. The university will also require every individual who participates on a search and screen committee to take an “Unconscious Bias” training, which will need to be renewed annually.

Dr. Courtney Luedke asked if training would be provided to students. Dr. Yarbrough answered that students will eventually be added into the training portfolio. The Chancellor’s Student Advisory Council expressed interest in participating in the diversity training; however, it is still undecided which trainings will be provided to them.

**Sub-Committee Focus**

Dr. Yarbrough asked the committee to break up into the two subcommittees to discuss what tasks they would like to move forward with in the near future. He asked that the Programming Subcommittee discuss the 2019-2020 Diversity Forums. He informed them that the Interim Director of the Young Auditorium would like to collaborate on this event, as the Young Auditorium will be bringing in a speaker who touches on the topics of diversity and inclusion.

Programming

Dr. Miao-Ching Liu discussed the topic of language barriers and having this be a theme of the 2019 Fall Diversity Forum. She proposed the idea of having an interactive component where attendees would have to accomplish a task in another language (e.g. order a meal). The English Language Academy has expressed interest in collaborating on this event. Dr. Clayton discussed the idea of “Building Bridges” as a potential theme for the forum. She proposed the idea of facilitating hands-on projects that force individuals to work together.

The subcommittee decided that the forum should be a 3-day event. Dr. Yarbrough asked that the subcommittee consider the week of October 13-18, as this is when the Young Auditorium will be bringing in the individual previously mentioned.

Dr. Yarbrough asked that the subcommittee bring some ideas for themes to the next committee meeting to discuss. He also asked that the subcommittee look for availability in the UC and begin reserving spaces.

Policies and Procedures

The subcommittee discussed how to recruit and retain URM faculty and staff at UW-Whitewater. Dr. Yarbrough asked that the subcommittee discuss how the university could measure the recruitment and retention of URM faculty/staff and possible initiatives that could be started by the university. He requested that this subcommittee bring a summary of ideas to the next committee meeting that he will then bring to HR to discuss and instate.

The subcommittee also discussed the common occurrence of URM faculty members who feel overworked by mentoring and providing additional support for students, faculty, and staff. The subcommittee discussed ways which the university could support these individuals. Dr. Luedke proposed rewording position descriptions and adding an evaluative piece in regards to promotion, tenure track, annual performance, etc. Dr. Yarbrough stated that this discussion will be continued in future committee meetings.

Dr. Yarbrough asked that each subcommittee prepare a summarized report of their discussions to share with the full committee at the next meeting on Monday, May 6.

**Adjournment**

Dr. Tanya Kam moved to adjourn the meeting and Megan Martin seconded.

*Meeting adjourned at 3:55PM*