**MINUTES**

**Chancellor’s Committee on Inclusive Excellence: Summer Subcommittee**

**University of Wisconsin - Whitewater**

**Wednesday, June 6, 2018, 1:00PM – 2:00PM**

**Hyer Hall 424**

*Present:* Ola Bamgbose, Kari Borne, LaVar Charleston, Jess Clayton, Miao-Ching Liu, Marco Marquez, Han Ngo, Ozalle Toms, Margaret Wheeler, Kenny Yarbrough

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

*Meeting began at 1:01PM*

**Introductions**

Dr. Kenny Yarbrough began the meeting with a brief exercise during which all the members of the committee were able to share their thoughts and experiences on different topics of diversity.

**Cabinet Updates**

Dr. Yarbrough provided the group with an update from the Chancellor’s Cabinet Meeting regarding the focus and charge of the Chancellor’s Committee on Inclusive Excellence. He shared that the current charge of the committee is fully accurate. This committee will have the power to make recommendations to the Chancellor’s Cabinet regarding changes to campus that would positively impact the university in terms of equity, diversity, and inclusion (among others).

**New Framework for Diversity Forum**

Dr. Yarbrough shared that the Diversity Forum will no longer migrate from college to college. The Chancellor’s Committee on Inclusive Excellence will provide the template for all future Diversity Forums. There will also be a Diversity Forum held in both the Fall and Spring semesters moving forward.

Because of the current timing, the committee is behind on planning the Diversity Forum for Fall 2018. Dr. Yarbrough spoke with Dr. Charleston about previous events on campus, which brought up the topic of the World Café event held during the 2017-2018 Academic Year.

Dr. Charleston shared more information about the World Café event. He explained that a committee existed whose charge was to deal with the subject of civil discourse. This committee started very large and got smaller as meetings went on. One of the main goals of this committee was to deal with various sensitive topics on campus. Dr. Charleston stated that he received many calls from campus community members regarding uncomfortable conversations happening in the classroom. These individuals were looking for guidance on how to handle these situations.

The Civil Discourse Committee started to discuss what civil discourse programming would look like on campus. One of the main goals of the program would be to provide community members with tools that would help them engage in conversations about sensitive topics and to create a learning opportunity. After many discussions and the desire not to be prescriptive, the campus decided to hold the World Café event. This event provided a loose, comfortable atmosphere that allowed community members to share ideas about what kind of programming they believe the UW-W campus needs.

There is currently a subcommittee (co-chaired by Dr. LaVar Charleston & Dr. Artanya Wesley) working on organizing all of the data that was collected from the World Café event. Dr. Charleston will share this information with the Chancellor’s Committee on Inclusive Excellence.

Dr. Yarbrough expressed interest in building off this concept in order to create a larger campus effort. He stated that many issues relating to diversity come from the inability to have these uncomfortable conversations.

Dr. Toms shared that she had worked with Dr. Heather Pelzel, a fellow whose charge was to work on topics of civil discourse, earlier this year. They conducted months’ worth of research on this topic. The committee expressed an interest in viewing the research that Dr. Toms and Dr. Pelzel gathered.

Dr. Jess Clayton asked for clarification on the Diversity Forum event. She asked, will the committee be replicating the World Café event or building off it? Dr. Charleston answered that the committee would not be replicating the World Café. This event was held in order to address what kind of programming the university should have in the future. The World café gave the entire campus community the ability to contribute their voices, and now the committee is responding to what those voices said.

Dr. Ola Bamgbose stated that the committee should not discount the overall structure of the World Café. She suggested that a similar framework be considered for the Diversity Forum. Dr. Yarbrough followed this up by asking the committee about doing a similar event again that would potentially bring in more attendees. Kari Borne suggested that the committee consider doing the World Café as a recurring part of the forum. This would provide community members an opportunity to reflect and would allow the committee to gather information from new generations of students. Dr. Charleston proposed that we do different topics for the World Café each year.

Dr. Clayton expressed that there is often an issue with conducting surveys because many people feel that there is no response to the work put into them. Those who submit responses to these surveys do not believe that their thoughts have value. Dr. Clayton believes that this committee must demonstrate responsiveness while conducting such surveys and events.

Dr. Yarbrough suggested that the committee not do an entire week of activities for the first Diversity Forum in Fall 2018. He believes that the first Diversity Forum should be two (2) or three (3) days with a potential key speaker.

Marco Marquez was asked to share his view on the Diversity Forum as a UW-Whitewater student. Marco expressed that one of the main issues that he has perceived at UW-Whitewater is that the students who continually go to events such as the Diversity Forum are not the ones who need it. He believes that those students who “need it the most” will not attend.

Dr. Bamgbose expressed a desire to make the event non-threatening to all attendees. Dr. Clayton referred to the Diversity Forum held by the College of Arts & Communication during the 2017-2018 Academic Year. She believes that COAC did a commendable job in providing events and activities that drew in a wide range of attendees. Many of these events highlighted artists with diverse backgrounds and/or artists who worked with diverse subject matter. These events brought in viewers who may have only come for the music, food, art, etc., but left feeling differently about issues of diversity.

Dr. Clayton and Kari Borne spoke about the logistics of the Diversity Forum. They believe that since time is short, the committee must work on solidifying a time and location for the events. It was stated that the event must be timed so that all students are able to attend (commuters, non-traditional students, etc.). Dr. Yarbrough requested that Kari & Dr. Clayton work on the timeframe and location of the event.

Han Ngo asked about a budget for the Diversity Forum. Dr. Yarbrough shared that he will be speaking with Vice Chancellor Grace Crickette about this topic today (6/6/2018) at 4:00PM.

Dr. Charleston requested that Dr. Toms reach out to Dr. Heather Pelzel to gather information on the civil discourse charge that they had worked on together earlier this academic year.

**College Diversity Coordinator Position**

Dr. Yarbrough shared that the College of Education & Professional Studies has categorized Dr. Toms as a Diversity Coordinator. Under this role, she works with the COEPS Inclusive Excellence Committee. In the future, there will be a Diversity Coordinator assigned to each college. These individuals will work with each of the colleges’ Inclusive Excellence committees. There will also be an effort towards better communication between each of the Inclusive Excellence Committees on campus.

**Climate Study**

Dr. Yarbrough shared that there will be a System-wide climate survey conducted in 2019. This survey will evaluate both campus climate and sexual assault.

University of Wisconsin-Whitewater has not had a campus climate survey conducted in nearly a decade. Dr. Yarbrough would like to conduct one using the same framework that was used in a survey conducted by Dr. Toms for the College of Education & Professional Studies. Dr. Toms shared that there were over 800 responses to the survey she conducted for COEPS. This number of responses is more than that of most campus-wide surveys. Because of the overwhelming success of the COEPS survey, the committee would like to mimic its framework and conduct a campus-wide survey. It is also suggested that a survey be conducted for each academic college.

**Diversity Statement**

Dr. Yarbrough shared that there is no diversity statement at the University of Wisconsin-Whitewater (the Strategic Plan does not include a diversity statement). It was mentioned that some of the individual academic colleges have diversity statements. The committee will create a diversity statement and will then move on to creating a Strategic Diversity Plan. Dr. Yarbrough stated that he would like the committee to have a finished statement by the end of Fall 2018.

Dr. Yarbrough requested that everyone consider the topic that they would like to work on. The final working groups are as follows:

*Diversity Forum:* Entire Subcommittee

*Campus Climate Survey:* Jess Clayton, Ola Bamgbose, Ozalle Toms, LaVar Charleston, Han Ngo, Miao-Ching Liu

*Diversity Statement*: LaVar Charleston, Marco Marquez, Margaret Wheeler, Kari Borne

**Questions**

At this time, it was asked if anyone had any questions.

**Adjournment**

Dr. Charleston commended Dr. Yarbrough for his outstanding efforts thus far in his role as the Chief Equity, Diversity, and Inclusion Officer.

The next meeting will be held on Wednesday, June 20 from 2PM to 3PM.

*Meeting adjourned at 2:04PM*