**MINUTES**

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

**University of Wisconsin - Whitewater**

**Monday, July 23, 2018, 10:00AM – 12:00PM**

**University Center 260**

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

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

*Meeting began at 10:00AM*

**Approval of Minutes**

Chancellor’s Committee on Inclusive Excellence: Summer Subcommittee Minutes for July 9, 2018

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

**Follow-Up: Locations/Dates/Greek Council Conflict**

Dr. Yarbrough brought up some concerns regarding the current timeframe for the Diversity Forum, which is October 7-9. He shared that the Chancellor will not be available to participate on these days; however, the Provost is available and has agreed to participate in the event. Dr. Yarbrough asked the committee members if everyone approves of having just the Provost present at the event. Everyone approved this decision.

Kari Borne provided the group with an update on the room reservations for the event. She has booked a variety of rooms in the UC and Han Ngo has booked some rooms in Hyland Hall. There is ample space on Monday, October 8 and Tuesday, October 9; however, all of the large rooms in the UC are completely booked for Sunday, October 7. The idea was suggested to use the Hyland Hall atrium and auditorium for Sunday’s event (atrium for the meet-and-greet and auditorium for the ceremony).

Marco Marquez informed the group that he has not yet heard back from any of the Greek organization presidents. He will reach out to them individually and have them reply to the original e-mail. Marco believes that the groups should be able to switch their rooms around in order to free up the Hamilton room for the Diversity Forum. Kari suggested offering the Hyland rooms on Sunday in exchange for the Hamilton room.

Dr. Clayton asked if using the Hyland atrium would make a big difference for the catering staff. Will there be any security issues since the event is on a weekend? Han volunteered to follow up on this and provide the group with updates.

Dr. Yarbrough asked the group what their preference would be on space. The group agreed that the UC would be the preferred location for the event, as it is the center of campus and has the greatest potential to bring in additional attendees. Marco will follow up with the Greek organization presidents and will provide the committee with updates.

Han stated that since the event is on a Sunday and will be more private, the Hyland atrium can be set up with round tables for the meet-and-greet. Dr. Yarbrough agreed that this is a good alternative if the committee is unable to acquire the Hamilton room.

**Discussion with Dean Hayes**

Dr. Yarbrough informed the group that he spoke with Dean Hayes about an artistic performance or activity that could be highlighted at the Diversity Forum. He will be having a follow-up meeting with her later this week. Dr. Yarbrough will update the group on what she came up with via e-mail. Dean Hayes made a point of saying that while her college can be responsible for providing an entertaining/cultural element for the event, she would also like the college to provide something educational. She proposed the idea of having each college highlighted at the Spring Diversity Forum. Dean Hayes also agreed to investigate the artist from the Purple & White Gala. She will provide Dr. Yarbrough with updates.

**Proposed Workshops**

Dr. Yarbrough shared that he spoke with the Director of Athletics, Todd Garzarelli, about including student athletes and coaches in the facilitation of the Diversity Forum; however, he did not seem comfortable with this idea. Dr. Yarbrough stated that, despite Todd’s discomfort with the idea, the committee could still approach this topic and include student athletes who want to participate as long as Todd does not forbid them from doing so. The group discussed reaching out to Kelly Witte and Kyle Supianoski for more information regarding athletics’ participation in the event. After some discussion, the group decided that this topic should be approached at the Spring Forum, once the campus community has been given some tools around civil discourse.

Dr. Yarbrough brought the discussion back to what the committee wants to do for the Fall Diversity Forum. Dr. Clayton suggested highlighting the wheelchair basketball team, as it is an “eloquent” group that often engages with students and other members of the campus community. Wheelchair Athletics has been at UW-Whitewater since 1973; perhaps this could be honored/highlighted at the forum. Dr. Yarbrough also mentioned the importance of representing all forms of disabilities (e.g. mental, cognitive, physical, etc.).

Marco shared that it is necessary for the committee to explain to the audience why this knowledge is important. Many people would opt out of attending the event because they do not understand why civil discourse is important or how this information could affect their lives.

Han suggested that the committee make allies with faculty members and coaches so that the Diversity Forum can be incorporated into syllabi and schedules. Dr. Yarbrough stated that if the committee could solidify the topics for the forum, then the committee could provide these faculty members and coaches with relevant information needed to incorporate the forum into syllabi. Han volunteered to put together a list of faculty members and the topics that they teach, in terms of equity/diversity/inclusion.

Dr. Clayton stated that the committee must make the event approachable, since many people are reluctant to attend events that make them emotionally uncomfortable. Marco agreed that the event’s topics should focus on educating the individuals rather than shaming them.

Dr. Miao-Ching Liu shared a topic idea with the committee. She suggested that the first workshop at the Diversity Forum focus on individuals understanding their own diversity. Dr. Clayton agreed that this would help individuals realize the importance of civil discourse and the ability to understand other individuals’ perspectives.

Dr. Ozalle Toms asked the committee if there would be separate workshop tracks for faculty, staff, and students. Dr. Clayton stated that faculty/staff and students require a different set of skills and that creating two separate tracks may be beneficial. Dr. Charleston asked Dr. Toms if it would be possible to present the research that she conducted on civil discourse to faculty members. He also shared his intent to present the data from the World Café event to the entire campus community at the forum.

Dr. Liu mentioned UW-Madison’s “Fair Play” video game as a resource and potential workshop for the forum. Dr. Yarbrough expressed interest in using these resources; however, he believes that this activity should be a standalone event outside of the forum (potentially a follow-up event). Dr. Charleston provided a contact for this program: Christine Maidl Pribbenow from The LEAD Center at UW-Madison.

The committee discussed the pros and cons of holding the same workshops multiple times throughout the day. Providing multiple time slots for each workshop would make them more accessible for everyone, therefore allowing more people to participate. Dr. Charleston agreed with the intent of this idea, but suggested that the committee keep the Fall Diversity Forum simple, as it is the first one that the committee is putting on. He stated that there should only be one offering of each workshop at this forum. Plans for the Spring Diversity Forum could be adjusted based on the results of the Fall Diversity Forum.

Kari expressed concerns about having segregated tracks for workshops. She shared that, as a staff member, she would not feel comfortable attending either of the proposed tracks. She stated that the content and title of each workshop should help target the intended groups. Dr. Clayton agreed that if the workshops are labeled properly, the right people should attend; however, there must be some level of tailoring in order to provide the right tools to the intended groups.

The committee discussed final topic ideas for the workshops. The final ideas were as follows:

* Tools on Civil Discourse
* Understanding Our Own Diversity (Dr. Bamgbose & Dr. Liu Facilitate?)
* Civil Discourse Around Microaggressions

Dr. Bamgbose suggested the idea of having the workshops recorded and uploaded to the website. Dr. Yarbrough requested that Brittany Dickerson contact ICIT about recording capabilities for the Diversity Forum. Kari Borne volunteered to speak with Tapan Shah, Coordinator of Information Technology at the School of Graduate Studies and Continuing Education, to see if they would be able to do recordings for the Diversity Forum.

The committee discussed the idea of having the workshops differ in length, allowing some to be more experiential than others. Dr. Yarbrough stated that he will put together a proposal for Monday’s timeline and will send it to the committee members for review.

**Proposed Student Workshops**

Dr. Yarbrough started a discussion on the events of Tuesday, October 9. He confirmed with the committee that the events of Tuesday will be student focused (student run or co-facilitated).

Dr. Bamgbose mentioned the idea of having a round table event for the students, piggybacking off an idea suggested by Dr. Charleston in a previous discussion. The group discussed what kind of students they would like to select to lead each of the tables and the process that would be used to make these selections. Dr. Charleston shared that he has received complaints from student leaders about being selected for these types of events too frequently. They feel that too many tasks are falling on their shoulders. Dr. Toms expressed the need to select students who are not typically chosen to participate in these kinds of events. It was suggested to reach out to student/faculty advisors for student recommendations.

Dr. Charleston mentioned that Tom Kind spoke with him about students needing a space among other students where they could voice their concerns about campus. The round table event could be a perfect opportunity for students to speak with one another and share these concerns without the interference of faculty or staff. The group discussed what would come out of this event to help faculty and staff. The idea was suggested that someone from each table take notes and submit them after the event to be reviewed by faculty and staff. Dr. Clayton emphasized the importance of training the students who are selected to run the tables to better prepare them for the experience. Dr. Yarbrough asked how the committee would interest students in taking on this responsibility. Dr. Toms volunteered to contact faculty, staff, and advisors for student recommendations once the final topics are solidified.

The group discussed the idea of having the next workshop bring together the information gathered at the round tables to facilitate a discussion about what tools are needed at UW-Whitewater. Dr. Yarbrough suggested using this information to fuel the World Café event at the end of the forum. He also confirmed that the round tables would focus on ethnicities and identities and that the committee would need to recruit 8-10 students to facilitate the discussions.

Kari mentioned a video created by the College of Letters & Sciences in 2014 regarding microaggressions, located at the following link:

<https://www.uww.edu/cls/inclusive-excellence/conversation-on-race/micro-aggression>

Dr. Yarbrough stated that he will create a proposed timeline for Monday and Tuesday’s events and will send it out to the committee for review.

**Proposed Keynote Speaker**

Dr. Yarbrough proposed that the committee bring in Dr. Bernard Franklin as the keynote speaker for the Diversity Forum. Dr. Yarbrough shared that he has heard Dr. Franklin speak several times and that he specializes in educating students on how to approach topics of civil discourse in a nonthreatening manner. More information on Dr. Bernard Franklin can be found at the following link: <http://highimpacttraining.net/bernard-franklin>

Dr. Yarbrough clarified that there will only be one keynote speaker at the Diversity Forum and that this event will take place after the student-run round table event and before the final World Café event. Dr. Yarbrough asked if the committee approved of Dr. Franklin as the Keynote Speaker and everyone agreed. Dr. Clayton suggested that the committee choose a backup speaker in case they are unable to book Dr. Franklin.

**Updates**

Diversity Statement

Dr. Charleston shared that the group has made some headway on the Diversity Statement. The group’s first discussion led them to speaking about strategic goals and priorities as well as a vision statement. Dr. Yarbrough clarified that the Diversity Statement will define what diversity means for UW-Whitewater. The group is hoping to have something more substantial to show at the next meeting.

Climate Study

The Climate Study group will be meeting tomorrow (7/24). Dr. Yarbrough clarified that this group will be thinking through how to replicate the COEPS survey for each of the colleges. For now, the group will only be focusing on surveys at the college level, not the whole university.

At this time, Dr. Yarbrough shared his appreciation for the group and the progress that they have made so far towards positive change at UW-Whitewater.

**Questions**

Dr. Bamgbose asked the group when the next meeting will be held after the meeting on August 6. Dr. Yarbrough answered that if the committee can sum up everything for the Diversity Forum by August 6, the next meeting will be held in September with the entire committee. Dr. Yarbrough would like to report the plans for the Diversity Forum, as well as the progress on the Campus Climate Study and Diversity Statement at the September meeting.

Dr. Bamgbose asked if the Summer Subcommittee would be taking the lead for the Diversity Forum. Dr. Yarbrough stated that the August 6 meeting should produce a list of everything that will be needed for the Diversity Forum. These tasks will be divvied out at the meeting of the entire committee in September. Since the committee as a whole may not meet more than once before the Diversity Forum, members will work on their individual assignments outside of meetings and will report to Drs. Yarbrough and Charleston directly.

Kari asked the group if the standing meeting day could be changed from Mondays. It was requested that Brittany send out a doodle poll to determine the new day for the standing committee meeting. It was also requested for Brittany to send out a doodle poll to determine the time of day that would work best for the September 5 meeting (first meeting of the semester).

Dr. Clayton asked for clarification on the timeframe for the college-level campus climate surveys. Dr. Yarbrough answered that these should be held within the next 18 months, before the UW-System Campus Climate Survey is conducted.

Dr. Yarbrough informed the group that he has received funding from the Provost for a Diversity Coordinator to be assigned at each college. The group will be kept updated on the progress of this initiative.

**Adjournment**

The next meeting of the committee will be held on Monday, August 6 from 1:00PM – 3:00PM.

*Meeting adjourned at 11:55AM*