**MINUTES**

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

**University of Wisconsin - Whitewater**

**Monday, August 6, 2018, 1:00PM – 3:00PM**

**University Center 268**

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

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

*Meeting began at 1:00PM*

**Approval of Minutes**

Chancellor’s Committee on Inclusive Excellence: Summer Subcommittee Minutes for July 23, 2018

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

**Diversity Forum**

Dr. Yarbrough informed the group that, based on the tally, Option 1 was chosen for Monday, October 8, and Option 2 was chosen for Tuesday, October 9. He clarified that, in regards to the “Focused Discussion on Civil Discourse” sessions, students would be invited to attend the staff session. Dr. Yarbrough also brought up Dr. Miao-Ching Liu’s concerns about the World Café topics. He stated that these topics would stem from those that were started at the spring event and that they would differ from the topics at the rest of the Diversity Forum.

Dr. Yarbrough started a discussion on the student-led panel for Tuesday. He stated that Dr. Ozalle Toms previously spoke about identifying students to participate in the event who are not necessarily student leaders. After some discussion, the group decided to set up the event similar to speed dating in that students would rotate between tables. The committee decided that there will be a 15-minute opening session, followed by three 30-minute table sessions, and then finished off with a 15-minute closing session.

The committee must decide on three different topics to discuss at the panel. Dr. Yarbrough suggested the idea of reaching out to the student organizations for ideas on what they would like to discuss at the tables. Marco Marquez agreed with this idea, as it would allow students to discuss topics that they have concerns about. Marco will reach out to these groups for ideas.

Dr. Toms asked the committee if there should be multiple groups/tables for each of the topics, in case there are many students in attendance. Dr. Yarbrough stated that this can be decided once registration has been put out and a final headcount is calculated.

Sunday, October 7

Marco updated the committee on the Hamilton Room reservation for Sunday. He stated that Jan Bilgen had this space reserved for the Joint Council. After speaking with Jan, she has agreed to make their reservation from 2:30PM to 4:30PM and to have the space set up the way that the committee will need for the Diversity Forum event. Marco shared that he has the room reserved from 4:30PM to 9:00PM and that the Joint Council rarely meets past 3:30PM. The committee will have to meet with Jay Craggs, UC Facilities Coordinator, since it is a special event.

Dr. Yarbrough shared that he met with the Provost and she suggested that the committee consider Wednesday, Thursday, and Friday for future events, as there are less classes offered on Thursdays and Fridays.

Dr. Yarbrough requested that someone reach out to the Whitewater Historical Society for help and resources for the Sunday event. He asked the group what they would like this event to look like, aside from the award ceremony. Marco suggested that the committee work with those who collaborated on the Old Main Lane project in order to create a timeline of the progress made in terms of equity, diversity, and inclusion over the years at UW-Whitewater. This presentation could be running while guests interact with one another at their tables.

Kari Borne expressed concerns about the committee having enough time to get this presentation fully formed by the time of the event. It was suggested to use the timeline already created on the UW-W Sesquicentennial website as a starting point. Dr. Toms volunteered to reach out to UMC about this.

Dr. Toms suggested including someone from the Whitewater community (city manager, superintendent, school choir, etc.). Dr. Liu suggested having some form of performance at the event. One idea was to ask individuals who performed at the International Dinners last year to perform at the event. Dr. Yarbrough shared that he has spoken with Dean Hayes about this. Margaret Wheeler suggested highlighting updates and additions to the campus that increased accessibility. She also shared the story of a student from Israel who participated on the Wheelchair Basketball team who gave an interview about how well she was treated at the university in regards to diversity. Margaret suggested having someone speak at the event who could share their story and experiences with the university similar to this.

Dr. Yarbrough asked the group who they would like to award at the Sunday event. He stated that these awards will be named after those who are selected for this event.

Dr. Liu proposed that there be an award given to a student organization in addition to the three individual awards. The committee agreed to this idea. The recipients of the initial Diversity Forum awards are as follows:

* Dr. Roger L. Pulliam
* John Truesdale
* Dr. Fannie Frazier Hicklin
* Student Organization (TBD)

Monday, October 8

Kari informed the group that there might not be any rooms available in the UC after 5:30PM on Monday. Dr. Yarbrough requested that she reserve some spaces in Hyland Hall for the remaining sessions (~ 40-person capacity).

Dr. Yarbrough informed the group that Brittany Dickerson has reached out to ICIT in regards to having the forum recorded.

The group solidified the final breakout sessions for Monday (10/8), as well as the facilitators for each. The topics and facilitators are as follows:

* Civil Discourse Around Microaggressions – Dr. Ozalle Toms
* Tools on Civil Discourse (Must Update Title) – Dr. LaVar Charleston
* Understanding Our Own Diversity – Drs. Ola Bamgbose & Miao-Ching Liu
* Can We Talk – Drs. Susan Wildermuth & Kate Ksobiech (Drs. Toms & Clayton will reach out to these individuals)

Dr. Yarbrough explained that the “Can We Talk” session will be focused on teaching individuals how to start difficult conversations and how to willingly engage in them.

Tuesday, October 9

Dr. Yarbrough requested that the committee start reaching out to students to participate in the forum. He informed the group that he was unable to book Dr. Bernard Franklin as the keynote speaker for the event, as he recently accepted a new position at an institution. He has put out a request for two new individuals and is waiting to hear back from them. One of the individuals is Dr. Clyde Pickett, Chief Diversity Officer of the Minnesota State System and the other is Dr. Kevin McDonald, Chief Diversity Officer of the University of Missouri System. Dr. Yarbrough stated that, depending on negotiation, the keynote speaker would run the “Focused Discussion on Civil Discourse for Faculty” session.

Dr. Toms inquired about the number of student volunteers needed for the Diversity Forum. The committee decided that they would cast a wide net and gather as many students as they can (~20). From there, students can choose how they will participate based on their own strengths.

Miscellaneous

Dr. Yarbrough stated that he would like to have as much done on the forum as possible before the full committee meeting on September 5. He informed the group that the Diversity Forum would be mentioned in the Provost Address, Provost Newsletter, and possibly the Chancellor Address. The Provost will also be reaching out to the college deans to inform them of the event. The group discussed whether the event could be sponsored by the university so that students could be excused from class in order to attend.

The group discussed UW-Rock County and their ability to participate in the event. Dr. Yarbrough stated that there will be shuttles travelling between the campuses, so students at UW-Rock County will be able to attend. He also informed the group that the College of Integrated Studies will be assigned a Diversity Coordinator, meaning that there will be events held at UW-Rock County in the future.

The group discussed branding for the event and purchasing “swag” to hand out (t-shirts, lanyards, keychains, etc.). Brittany will reach out to UMC to discuss the possibility of having these items created. Dr. Yarbrough also requested that Brittany work with ICIT to create a registration link for the event.

The group discussed catering for the event. Food will be needed for the following: Sesquicentennial Event (10/7), Continental Breakfasts (10/8 & 10/9), Lunch Panel (10/8), and the World Café (10/9). Dr. Yarbrough will speak with Dr. Charleston about catering for the World Café. Dr. Jess Clayton suggested providing heavy appetizers for the Sunday event instead of having a full-course dinner. This would allow attendees to move around more easily.

Dr. Clayton requested to send the event timeline to FYE for the new student seminars.

Sesquicentennial Diversity Event Awards

Dr. Yarbrough asked the committee how they would like to choose the winner of the Student Organization Award. Dr. Clayton suggested that the group reach out to CLD for three nominations. From these nominations, the committee could declare a winner. The committee discussed the need to create a descriptive rubric of what qualifies a person for each of the different awards. There will need to be a description for each award at the Sunday event, as well as a description of each of the award winners. Dr. Clayton proposed the idea to research each of the recipients, write a paragraph about each of them, and then decide what the qualifiers are for each award based on these descriptions.

The committee decided that the Student Organization Award could be given to either an organization or an individual. Dr. Clayton proposed that a committee of students be formed to choose the winner of this award each year. This committee could be announced at the Fall Diversity Forum and then the award can be given in spring.

The committee declared the awards as follows (award names subject to change):

* Dr. Roger L. Pulliam Award - Leadership/Courage
* John Truesdale Award - Service/Innovation
* Dr. Fannie Frazier Hicklin Award - Teaching/Mentoring
* Student Organization Award

Dr. Yarbrough stated that the committee must contact the award recipients soon.

**Strategic Plan**

Dr. Yarbrough met with the Chancellor’s Cabinet and made an inquiry to change Goal 3 under the 2017-2022 Strategic Plan. He requested to change the wording of Objective 1. In particular, no one is able to define the term, “cultural fluency.” He asked the committee to come up with new ideas for this portion of the objective. The Strategic Planning & Budget Committee (SPBC) will be meeting on September 18.

**Diversity Statement**

Dr. Charleston provided a copy of the UW-W Diversity Statement draft created by the Diversity Statement Working Group and asked the committee for feedback.

Dr. Yarbrough asked what the word “status” refers to in this statement. Dr. Charleston explained that the word “status” has many meanings, in an effort to be all-inclusive (e.g. economic, marital, citizenship, veteran, etc.).

Dr. Clayton asked for clarification on paragraph 2, sentence 3. When stating that equity, diversity, and inclusion are a “competitive advantage,” does this refer to the university or the individual? Dr. Charleston clarified that this refers to UW-Whitewater. Dr. Clayton expressed concern about the length of this sentence and suggested revisions.

Dr. Yarbrough stated that the last bullet is missing something. He suggested adding another element. The group discussed the meaning of the term, “globally competitive.” Drs. Yarbrough and Liu spoke about the differences between global diversity and domestic diversity. The group also discussed the meaning of “inclusion” and whether or not this is a universal human right.

Dr. Clayton suggested having the Diversity Statement printed and placed through the Diversity Forum. Dr. Yarbrough requested that the Diversity Statement group wordsmith the critiqued portions of the statement and send it out to the full committee some time in August. If the committee approves of the statement, it will be discussed at the following cabinet meeting.

**College-Level Campus Climate Surveys**

This group will be meeting with Dr. Yarbrough on Thursday, August 9 to discuss questions that they had about the process and intent of the surveys.

**Other**

Dr. Yarbrough informed the committee that they will be working to create a Strategic Diversity Plan for the university in the near future. He will provide the committee with three examples to look at.

Dr. Yarbrough stated that he and Brittany will come up with some ideas for the Strategic Plan Goal 3 updates and will send those out to the committee for review. The Diversity Forum will take precedence in September; however, SPBC will be meeting on September 18 and will not meet again until January. Because of this, the Strategic Plan updates must be completed for presentation by September 18.

*Meeting adjourned at 2:50PM*