

CALS Equity and Diversity Committee

March 15, 2018

11:00 a.m.-12:00 p.m.

250 Agricultural Hall

Erika Anna ('20)	Nutritional Sciences
Thomas Browne	CALS Academic Affairs, Chair, Ex-officio
Jane Collins ('18)	Community & Environmental Sociology
Meghan Connelly	Graduate Student, Dairy Science
Julie Garvin ('20)	Soil Science
Natalia de Leon Gatti ('19)	Agronomy
Laura Hernandez ('19)	Dairy Science
Annika Heyworth ('18)	Undergraduate Student
Carol Hillmer	CALS HR, Ex-officio
Brittany Isidore	Graduate Student, Plant Sciences
Becky Larson ('20)	Biological Systems Engineering
Bridget McFarland ('18)	Graduate Student, Plant Breeding & Plant Genetics
Bret Payseur ('19)	Genetics
Dee Robinson	Graduate Student, Genetics
Doug Rouse ('18)	Plant Pathology
Richard Straub	CALS Office of Dean and Director, Ex-officio
Abbey Thompson ('18)	Horticulture
Kelly Knapp	Administrative Committee Support

Meeting Ground Rules

- Listen without interruption.
- Encourage full participation. Use inclusive communication methods.
- Help others see the implications of actions that are being discussed. If you are more experienced and know about things - speak up.
- Use Robert's Rules of Order to run the meetings.

AGENDA

1. Additions to the agenda
2. Approval of minutes from February 15, 2018
3. Special guest - Aaric Guerriero from the Center for the First Year Experience (CFYE), who supervises the On Wisconsin program and leads the Inclusion Ed program, would like to share the work they are doing and discuss potential collaborations
4. CALS Awards Nominations – Equity & Diversity
5. Updates from the Lunch & Learn subcommittee
 - MTLE (Megan Schmid) – March 12, 2018
 - April? May?
 - Attendance/Marketing
6. Updates from the Grad Student Social subcommittee
7. Volunteers for subcommittees

Future Agenda Topics:

1. Grad student training and tracking
 - Push this issue upwards for campus-wide system
 - Integrated Biology Quiz (Doug)
2. Updates from the Department Diversity Rep subcommittee
 - Planning for their next check-in meeting April 11
 - Ideas for Dept Diversity Reps to tackle issues
3. Barrier Analysis: Need a comprehensive plan for recruitment of African American female employees
4. Tom to draft some recommendations on how to enforce change implementation. These recommendations would be discussed by the committee and eventually shared with the dean
 - Mandatory cultural competency training
 - CALS org redesign
5. Campus Climate Survey: Before end of semester, review in more detail and come up with recommendations

Subcommittee Member Listing:

Lunch and Learn: Laura, Becky, Jane

Grad Student Social: Laura, Julie, Dee, Abbey, Carol

Department Diversity Reps: ?