



DEIC Meeting Minutes Summary

Thursday, 10.15.2020

Attendees

Katie Mueller, Steve John, Tyler Gibson, Alex Fister, Jessica Pita-Aquino, Lainy Von Bank, Damola Elujoba-Bridenstine, Hans Smith, Colleen McDowell, Christi Binkley, Ani Michaud, Kate Scheuer, Owen Tamplin, Sarah Bierke, Marie Keith, Anna Heffron, Bill Bement (arriving at 12pm)

Full meeting transcript can be found [here](#) (must be signed into G-suite)

Agenda

Previous Meeting Follow-up/Changes

1. None

Summary of Current Business

- 1. Introductions: Name, lab, one word to describe how you're feeling about the DEIC**
- 2. Finalize faculty roles (admission, coordinating, orientation committee)**
 - a. Owen Tamplin will serve on admissions, Colleen McDowell will serve on coordinating and as DEIC chair, and Bill Bement will serve on the orientation committee.
 - b. All faculty members stressed that they felt their role should be primarily to listen and offer support/resources when needed, but that the DEIC should be student-centered and organized.
- 3. Recap action items/Update from the CMB office**

- a. The CMB office has updated its two diversity web-pages ([one for current students](#), [one for prospective students](#)) and has also added a new page with results from the [climate survey](#).

4. Prioritize first steps toward action items

- a. ABRCMS and SACNAS are virtual this year and also right around the corner, making it tricky to know exactly how the DEIC can help, but our student reps will report back to us with any feedback/suggestions they have.
- b. The DEIC agrees that CMB students need to incorporate ongoing, anti-bias/pro-diversity events into the student curriculum. The frequency and level of requirement for these events is still up for debate, but the DEIC seemed to agree on the following:
 - i. The CMB program should include a learning goal centered on diversity, equity and inclusion.
 - ii. There should probably be a yearly requirement for a face-to-face workshop/seminar (virtual for the time being, but ideally synchronous).
 - iii. The DEIC/CMB should publicize ongoing campus-wide DEI events including speakers, workshops and other resources so that students can fulfill their learning requirements on their own time.
 - iv. *These proposed ideas will need a formal vote***
- c. Recruiting efforts for BIPOC students (at HBCUs and beyond)
 - i. Sarah will let us know if we can amend more HBCUs to the list of places we are currently sending faculty through the [BIRN program](#).
 - ii. The DEIC will also reach out and establish relationships with HBCUs and other institutions with predominantly BIPOC representation that do not fall under the BIRN program.
 - 1. Fort Lewis College (connection: Lainy), Puerto Rico (connections: Jessica and Katie)
 - iii. [The UW-Madison Graduate School Virtual Open House](#) is on November 6th from 1:00pm-3:00pm. Luis Haddock-Soto is the CMB student rep, but if the DEIC wants to also have a rep, let Sarah know.

- d. The DEIC agrees on creating a formal @wisc.edu email and also a virtual suggestion box for community members to enter ideas/comments. One to two people will be in charge of these tools, and the group agreed that specific language was needed to make sure students/faculty understand the purpose and limitations of the suggestion box.

5. Set meeting length/frequency for the year

- a. The DEIC agreed that monthly meetings are preferable, at least for the time being. A survey will be sent out with dates/times to finalize a recurring meeting slot.

Action Items

1. The DEIC should review the two diversity web-pages and provide feedback on any changes/improvements they can think of.
 - a. We also need volunteers to draft the CMB DEI statement.
2. The DEIC should determine how often they want to administer the climate survey.
3. Hans (SACNAS rep) and Christi (ABRCMS rep) will ask their respective committees if the CMB DEIC can help in any way. They will also report back with how the conferences went. Lauren and Sarah will check if we might be able to reach out to schools ahead of time and advertise our booths.
4. The DEIC needs to finalize and vote on the diversity-centered learning goal addition to the CMB curriculum.
 - a. Someone from the DEIC needs to then add this request to the coordinating committee's agenda for their next meeting.
5. The DEIC needs volunteers to start compiling a list of HBCUs and other colleges that have sizable BIPOC student populations.
6. If the DEIC would like to send a student representative to the Graduate School Virtual Open House, designate this person and let Sarah know.
7. The DEIC needs to create a formal email address and google form for suggestions (allowing for the option of leaving your name).
8. It would be helpful to also create a mailing list for internal communications. Sarah and Lauren suggested cmb-deic@g-groups.wisc.edu.

- a. Would this be voting members only?
 - b. Announcements to the greater CMB community go through:
cmb-deic-updates@g-groups.wisc.edu
9. For next meeting, multiple volunteers are needed to facilitate, take notes, and compile minutes and action items

Notes

- The National Institute of Health National Research and Mentoring Network (NRMN) also hosts a lot of mentoring and outreach webinars that are diversity focused. May be a good option for training for students in the program.
- [The Undergraduate research conference / organization](#) may be another spot to target students in the future.
- The following are recruiting resources from Lauren that we might want to use in the future:
 - UW-Madison graduate reputation:
<https://uwmadison.app.box.com/s/39dec2j8rwcotzzgh1vtfsu2vay5xtei>
 - UW-Madison bioscience programs brochure:
<https://birn.wiscweb.wisc.edu/bioscience-brochure/>
 - Why Wisconsin video (created by the Graduate School):
<https://vimeo.com/361035761>
 - UW at a Glance:
<http://www.wisc.edu/pdfs/uwmadison-factsheet-apr-2017.pdf>
 - More grad recruitment resources from the Graduate School:
<https://kb.wisc.edu/grad/page.php?id=87618>

Next Meeting Agenda Items

1. Discuss CMB diversity web pages. Does the committee propose any changes?
2. Follow up on the outcomes of the qualtrics survey
 - a. Climate survey frequency
 - b. Learning goal addition

- c. Volunteers for various initiatives
- 3. Discuss ways to make minority applicants feel more welcome during recruitment, especially if we go virtual this year.