



Diversity, Equity & Inclusion Action Planning Workgroup

March 9, 2022
9:00-10:00 am

MEETING SUMMARY

1. Regular meeting postponed

The workgroup's regular March 9 agenda was postponed because co-chairs needed more time to prepare the draft vision statement and stakeholder survey plan for the workgroup's review and input. These materials will be assessed at the March 16 meeting.

In lieu of a regular meeting, workgroup members participated individually in a training session about *Fostering Belonging as a Leader*. Co-chairs asked members of the DEI Workgroup to consider the ways they demonstrate leadership in their position. The division's senior leaders are also participating in this same training session, and workgroup members will be talking with DFA leaders and supervisors about ways we can all better encourage a sense of belonging among our colleagues in the division and across the university.

2. Workgroup members met on their own in small groups

Co-chairs encouraged workgroup members to meet separately in informal small groups to discuss the training session about establishing belonging, and to share ideas about the DEI action plan under development.

3. Next steps

At the next meeting, workgroup members will finalize a draft vision statement, along with the plan for obtaining stakeholder feedback about the DEI vision. Stakeholder input will be incorporated into the vision statement. The workgroup will then move into the assessment and data collection stage, which will inform the details of the DEI action plan.

DFA DEI Action Planning Workgroup Members

Teresita Alvarez-Cortez, Acting Assistant Vice President, Strategic Diversity Initiatives, Office of Institutional Diversity (*workgroup advisor*)

Christine Atwood, Administrative & Diversity Manager; Procurement, Contracts & Materials Management

Machelle Bamberger, Hazardous Waste Safety Officer, Environmental Health & Safety

Kirsten Bradley, Project Manager, Enterprise Project Portfolio Management Office

Jonathan Champney, Buyer 2, Facilities Services

Kim Cholewinski, Academic Human Resources Officer, University Human Resources

Todd Cross, Trades Maintenance Coordinator, Facilities Services

Tracy Elmshaeuser, Executive Assistant to the Senior Associate Vice President for Administration

Tom Fenske, Business Center Manager (HSBC, BEBC), Controller's Unit (*workgroup co-chair*)

Keith Foster, Insurance Contract Specialist, Insurance & Risk Management
Anne Gillies, Search Advocate Program Director, University Human Resources
Jessica King, Travel & Expense Support Specialist, Controller's Unit
Mary Macy, Fiscal Coordinator 1 (HSBC), Controller's Unit
Daniel Mahoney, Academic Liaison, University Human Resources
Melissa Medina, Retirement Officer, University Human Resources
Keahi McFadden, Executive Assistant to AVP of University Facilities, Infrastructure & Operations (*workgroup co-chair*)
Christina McKnight, Director, Insurance & Risk Management
Stephen Nelson, Chief Procurement Officer; Procurement, Contracts & Materials Management
Bob Richardson, University Land Use Planning Manager, Capital Planning & Development
Aviva Rivera, Business Center Manager (FOBC, CEOAS), Controller's Unit
Melanie Rose, Manager of DFA Strategic Initiatives (*workgroup administrator*)
Justin Schaffer, Accountant 2 (FOBC), Controller's Unit
Stephanie Smith, Fiscal Coordinator 2 / Travel Administrator, Controller's Unit
Sudie Swader, Fiscal Coordinator 1 (AMBC), Controller's Unit
Jane Waite, Social Justice Education Initiative Director, University Human Resources
Ben Wessel, Director, DFA Information Technology