Diversity, Equity & Inclusion Action Planning Workgroup

April 13, 2022
9:00-10:30 am

MEETING SUMMARY

1. Welcome

Co-chairs Tom Fenske and Keahi McFadden welcomed Jeff Kenney, Ph.D., Director, Institutional Education for Diversity, Equity and Inclusion, to teach a session focused on understanding and using equity data. The workgroup learned introductory knowledge, skills and attitudes necessary to use data as a tool to support diversity action goal setting.

2. Exploring equity data

Workgroup members utilized representative DFA data from the Office of Institutional Diversity’s climate survey database to practice dialogue, wrestle with an example of data-driven DEI decision making, and consider responsible uses of DEI data.

They explored the idea that working with equity data can activate feelings and emotions, and part of this process of advancing DEI and social justice goals involves making room to have open and sometimes difficult discussions about the outcomes and impacts that the data reveal.

Workgroup members explored ways to compare different data sets and demographic questions to reveal disparities in the experiences of different groups of employees. They discussed what other types of quantitative and qualitative data the workgroup needs to answer questions.

Workgroup members also discussed learning more from other university divisions, like Student Affairs and Faculty Affairs to understand the DFA better by comparison.

3. DFA data

The Office of Institutional Diversity will prepare a dashboard with DFA climate survey data to inform the workgroup’s assessment stage.

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
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
Ben Wessel, Director, DFA Information Technology