

iBio Climate, Diversity, and Inclusivity committee minutes
3 February, 2023, on Zoom
Auger, Ehrlich, Ives, Ragsdale, Vandenberg, Warneke, Wilkinson.

TOP candidate next week, February 13-15: Kimberly D'Anna-Hernandez

Diversity scholarship

Simons Family Diversity in Science Research Fellowship update on call for RA position. We will be interviewing candidates in the coming week.

Accessibility update

Update on the progress toward converting an existing restroom on the 4th floor (Birge 425) to a gender-inclusive restroom. FP&M suggested that to begin working on this they needed to do a space study. This should cost about \$1000. IBio and Botany have agreed to chip in on this study to get this underway. However, FP&M then suggested that it could cost anywhere from \$5,000 to \$10,000 to knock out current fixtures to leave only one in this room. Based on Christopher's research around this issue, it is not clear that such extensive demo, or any demo, is required. Christopher is continuing to work on this. Related work continues in Noland to ensure that the correct signage and updates to campus maps are done for gender-inclusive restroom.

Common rooms in iBio research, Noland, and Birge

For room 415 iBio Research, faculty met to discuss this prospect, and all are in favor. There is currently a foosball table in the room, and more pieces of furniture are to come. Noland 161 is being examined as a common area by a Noland task force which includes James; 161 proves to be challenging, as this room is attached to Noland 163 (the iBio conference room). The task force is discussing usage of the space and how to outfit the space such that it is still conducive to maintaining use expectations as an extension of 163 as needed. In Birge Hall it might be possible to use Birge 124 as a common room. Cathy will contact the Botany climate committee to discuss the possibility of this becoming something more of a common rest space for both departments. Birge 124 is used in the same way as Noland 161; it has a kitchen and is used as a conference room.

BREWS event

The first BREWS event occurred on Friday, Jan 27. It was well attended for the first meeting, with 29 guests and catering. David has organized the next meetings in the Orchard Room in WID. Also, it was pointed out that few faculty made it to the presentation that day, and the committee talked about ways to increase attendance by faculty, perhaps additional advertising. Whether it is desirable to increase faculty attendance was also discussed.

Faculty DEI efforts and Activities Reports

The L&S Diversity Report was included in emails to faculty reminding them about the deadline for Activities Reports. Some faculty did not realize the importance of this reporting and are now taking notice. We hope to work on updating the Activities Report template to get more-specific information about DEI efforts by faculty.

iBio outreach to K-12

Upward Bound update from meeting with Brenda Yang, coordinator of the Madison Metropolitan School District Upward Bound program, a TRIO program funded by US Department of Education. Four

ways in which Upward Bound and iBio could partner.

1. Finding tutors. Particularly this semester, Brenda is looking for tutors, especially for math. iBio grad students did not present an automatic pool for this, this still needs to be discussed further. Cathy suggested recruiting from the undergraduate student body. Tony is going to work with Brenda to generate a more-specific proposal.

2. "Job" shadowing. For example, Brenda currently has a student interested in med school, and it might be useful for them to meet with a current premed or med student. We could also potentially leverage opportunities for our undergraduate population.

3. Field trips. Perhaps visiting the Zoology Museum.

4. The MMSD Upward Bound program organizes a 6-week summer camp. This is where the Simons Diversity Fellowship program could interact with the Upward Bound. As this is the first year of the cohort model of the Simons fellowship, this is something that needs to be worked out still. Pairing our undergraduate awardees with Upward Bound students, might fit in naturally with the broader goals of the program and its RA.

Undergraduate graduation survey - Belonging

Cathy piloted a survey with the winter 2022 graduates from Neurobiology. Some interesting information was gained but with such a small sample the survey needs to be continued. The committee did some brainstorming on other more tangible ways to increase belonging. A T-shirt idea rose to the top.

Committee visibility and transparency

Still looking for way to get our message out to the iBio faculty at large that we want to hear their ideas on Climate and Diversity. We plan on increasing our visibility by posting minutes.

Brainstorming

iBio Annual Survey of graduate students? Status on this and perhaps CDI questions can be added. It was discussed that we should investigate the origins of certain named honors and awards ; for example, the one of our postdoc funds is named after a former faculty member with racist views. It was indicated that some work may have been done on this but further investigation is necessary.