



State of Diversity and Inclusion

UW-Madison Faculty Senate Update
March 4, 2019

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Division of Diversity, Equity and Educational Achievement

Campus HLC Accreditation Project

- Special thanks to Jocelyn Milner, Eden Inoway-Ronnie, Steve Cramer, Mo Bischof, Laurie Leininger and the HLC team
- Core Component 1C: The institution understands the relationship between its mission and the diversity of society.
 1. The institution addresses its role in a multicultural society.
 2. The institution's processes and activities reflect attention to human diversity as appropriate within its mission and for the constituencies it serves.



HIGHER LEARNING COMMISSION

DDEEA partnerships with governance groups

- **EDC** Chairs subcommittee to focus on identifying professional opportunities for academic staff and university staff.
- **CDCC** Diversity Forum subcommittee meets monthly
- **MDC, EDC & CDCC** hold annual joint meeting to provide progress updates on recommendations from the Campus Climate Survey Task Force they have selected as key priorities for their stakeholders.



Major Milestones – 1969 Black Student Strike



- 50th anniversary of the 1969 Black Student Strike
- Partnership with University Communications, the Division of Student Life, and The Black Voice on multimedia oral history project
- Liberty Rashad, “This has been the most exceptional experience for me. When I left UW–Madison in 1969, I was persona non grata. Fifty years later, I’m brought back and celebrated.”

<https://news.wisc.edu/black-student-strike/>

Major Milestones – PEOPLE Milwaukee Opening



#IamUW



- Campus unity messaging strategy in response to Campus Climate Survey
- Driven by student ambassadors
- Watch for social media this spring and further developments in the fall

Targets of Opportunity Program



- Joint partnership with Vice Provost for Faculty and Staff – Michael Bernard Donals
- Substantial investment in recruiting diverse faculty
- Designed to support the recruitment of outstanding faculty members among historically underrepresented groups
- 65 proposals submitted
- 39 TOP efforts authorized

Multicultural Homecoming 2018



- 10 events over four days
- Excellent community response
- Expanded partnerships
- 78% said they made a professional connection at networking event
- 84% said they were very/extremely likely to attend future Multicultural Homecoming events

Diversity Forum 2018



- Keynote: Dr. Talithia Williams, Harvey Mudd College, PBS's "NOVA Wonders"
- 1,200 total registrants
- 96% of those surveyed would attend again
- Keynote address and "America to Me" rated highest survey results

Late Night Diversity Forum 2018



- Partnership with VCFA Engagement, Inclusion and Diversity Council
- 200 second- and third-shift employees attended Nov. 26
- Live audio translations into five languages
- Resource fair
- Keynote by UW Police Chief Kristin Roman

Diversity Forum 2019



- Keynote: John Quiñones, ABC News veteran & host of *What Would You Do?*
- Focus on his journey from TRIO student to ABC News journalist
- Campus-wide survey to be sent in March soliciting ideas for breakout topics and speakers

Innovation Grant Funding System



- (IGFS) offers one-time, start-up funds for campus partners of up to \$5,000 for projects bringing enhanced support to the institutional mission of diversity.
- Successful applications will demonstrate the ability to build our institutional capacity in support of a diverse, inclusive, and respectful environment for all.
- March 8th and April 12th rolling deadlines.

<https://diversity.wisc.edu/resources/innovation-grant-gfs/>

OUTSTANDING WOMEN OF COLOR 2019 COHORT



Bianca J.
Baldridge,
PhD
Assistant
Professor,
Educational Policy
Studies



Mariela
Quesada
Centeno
Graduate Student,
Human
Development &
Family Studies



Jennifer
Edgoose, MD,
MPH
Associate
Professor,
Family Medicine
& Community
Health



Cherene
Sherrard-
Johnson, PhD
Professor,
English



Melissa
Metoxen
Academic Support
Coordinator,
Native American
Center for Health
Professions SMPH

Outstanding Women of Color Awards



Reception March 5, 2019 at
5 p.m. in the Pyle Center

Mercile J. Lee Scholars Program



- New overarching name for the Chancellor's and Powers-Knapp scholarship programs
- Honoring the legacy of the programs' founder
- Major gift from Phillip and Elizabeth Gross will support and expand Chancellor's Scholars Program

Dean's Diversity Retreat goals

- Engage in meaningful dialogue to determine how each of us can actively participate in the work of diversity, equity, and inclusion within our spheres of influence
- Share and gain insights into how similarly situated institutions address key challenges related to diversity, equity, and inclusion.
- Identify promising practices nationally, and those already happening in campus, that have the potential to be scaled up and replicated within each school and college at UW Madison.

Dean's Diversity Retreat – Key Takeaways

- A strong desire to offer more support for our LGBTQ+ community members in our rhetoric and action
- Strong support for the TOP program and currently have over 65 proposals submitted with 39 approvals for authorized searches
- Great discussion about providing adequate support for faculty who teach difficult or controversial content – how do we support and better prepare faculty for material that may put them in triggering spaces?



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Resolution on Cultural Competency

We, the faculty of UW-Madison, believing that a safe and creative environment is essential to teaching and learning, hereby denounce bigotry and discrimination on our campus. Every act motivated by hate or bias, no matter how seemingly small, hurts our people—students, staff and faculty—and tarnishes the tradition for innovation, excellence, and altruism for which UW-Madison is world renowned.

Therefore, we resolve the following:

- To support comprehensive racial awareness and inclusion professional development for all faculty;
- To commit to participate in such professional development on an ongoing basis;
- To support initiatives proposed by the Division of Diversity, Equity and Educational Achievement to change the culture on our campus; and
- To work closely with the leadership within our school or college, each other as colleagues, our students, and our staff to ensure that our teaching and our work, to the greatest extent possible, engages cultural competency and humility, diversity, and inclusion.

DIVERSITY LIAISON PROGRAM INAUGURAL COHORT



Naomi Chesler, PhD
Professor
Biomedical Engineering



David Crook, PhD
Professor
Musicology



**Hannah Vandegrift
Eldridge, PhD**
Associate Professor
German



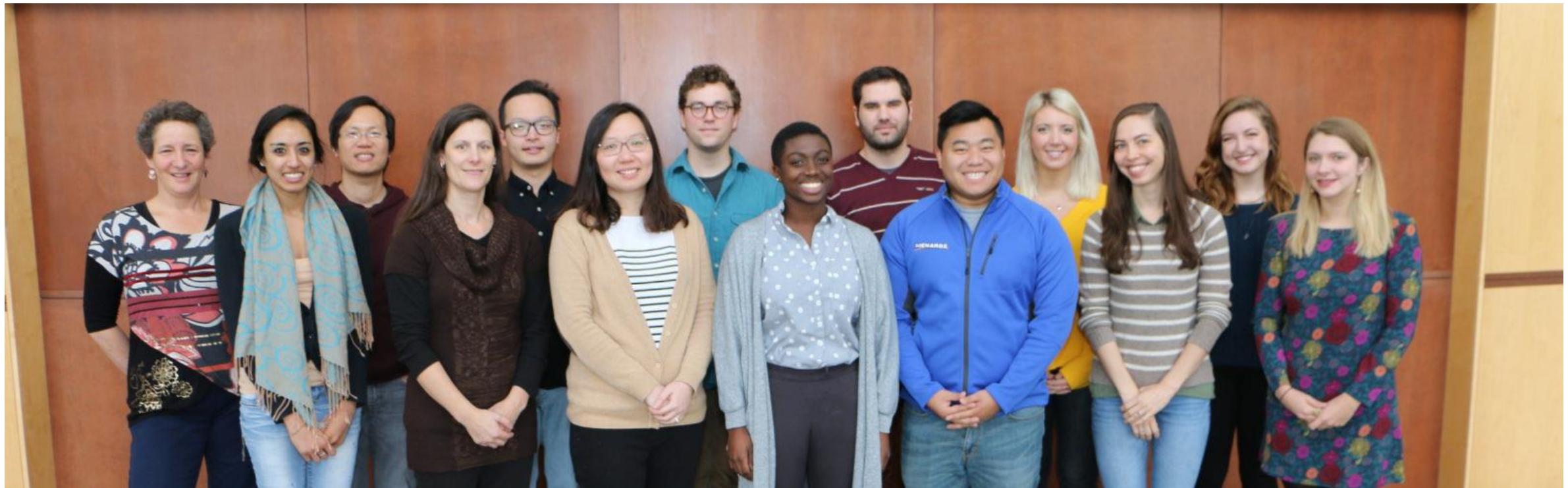
Ruth Litovsky, PhD
Professor
Communication Sciences
& Disorders and Surgery,
Otolaryngology

DIVERSITY LIAISON PROGRAM

- Enhance faculty involvement and commitment to inclusive excellence in their teaching, research and community building
- Developing role for faculty in diversity, equity and inclusion work using grassroots approach
- Application Deadline: March 15, 2019



DIVERSITY LIAISON PROGRAM



Associate Editor Stefan M. Duma oversaw the review of this article.



Diversity Liaison Project

UW-Madison Faculty Senate

March 4, 2019

History/Background

- 2014 UW-Madison Framework for Diversity: Forward Together
 - *“Race and ethnicity; sex; gender, and gender identity or expression; marital status; age; sexual orientation; country of origin; language; disability; socio-economic status; and affiliations that are based on cultural, political, religious, or other identities.”*
 - Goal: enhance faculty involvement and commitment to inclusive excellence in their teaching, research and community building
 - Call released spring 2018 for first class of 4 DLPs
 - Plan to add cohorts each year for at least next 2 years

Goals for today's discussion

- Introduce the diversity liaisons
- Emphasize call for new diversity liaisons
- Report on progress
- Share / introduce resources

Who are the diversity liaisons?

- Individual introductions
 - *Note: We are white tenured faculty (to date)*
- Resource for faculty, others
- Developing role for faculty in diversity and equity work using grassroots approach

Why?

- Responsibility of all faculty to take action
- Recognize ambitions and challenges specific to faculty:
 - *Many faculty want to work for a more inclusive campus on all levels*
 - *Many faculty are busy, and not sure as to how to go about doing this work*
 - *Hope to provide resources, focal points and motivation for faculty*
- Individuals with power and privilege, in particular white faculty, have unique opportunity to effect change towards equity and social justice
- Doing so promotes leadership, improves educational models, taps potential

Diversity Work and the Wisconsin Idea

- Multiple dimensions of diversity
 - (see also Forward Together Framework 5/19/2014)
- On this campus and in the broader society other identities tend to be refracted through lenses of race and ethnicity
- Educational mission to help students understand their own identities, for example their racial and ethnic identities, including white identities
- Understanding one's identity and those of others as a crucial component for citizenship in a global world

Ongoing and future plans for diversity liaisons

- Presentations:
 - *Met with University Committee 1/14/2019*
 - *Meet regularly with Chief Diversity Officer*
 - *Today: Faculty Senate*
 - *Chairs' chat 4/2/2019*
- Other activities:
 - *Develop and offer research mentoring module*
 - *Network with other campus groups (MTLE, LTD, DELTA and Discussion Projects)*
 - *Individual reading, discussion, development*
- Welcome new DLP cohort (deadline for application 3/15/2019)

Areas of exploration

- Hiring and retention
- Research mentoring
- Teaching
- Self inquiry

Moving forward

Questions for your departments, units, community:

1. How do we help departments and units take responsibility for inclusion and diversity in a way that will help the department achieve its goals?
2. How do we promote “inclusion and meaningful identity” in humanities, STEM fields and all fields on campus?
3. When students graduate we want them to have global competence and work well in community. We view understanding one’s own identity and the identity of others around us as a key starting point. **How can we get there?**

Questions for us?