State of Diversity and Inclusion

UW–Madison Faculty Senate Update
April 20, 2020

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Deputy Vice Chancellor for Diversity & Inclusion
Elzie Higginbottom Vice Provost & Chief Diversity Officer
Division of Diversity, Equity and Educational Achievement
R.E.E.L. Change

FRAMEWORK GOALS:

1. Promote shared values of diversity and inclusion.
2. Improve coordination of campus diversity planning.
3. Engage the campus leadership for diversity and inclusion.
4. Improve institutional access through effective recruitment of diverse students, faculty, staff and through effective relationship building with the wider community.
5. Improve institutional success through improved retention.

Second update on Phase 2 coming summer 2020
#IamUW

- Launched website - iamuw.wisc.edu and social media outreach
- Bus wraps and campus ads
- Merchandise drops at student org fairs, Convocation and other special events
- Ambassador recruiting continues
Diversity Forum 2019

- John Quiñones, keynote speaker
- 1300+ attendees
- Preparations being made for potential online delivery of 2020 Forum

279% Increase in attendance over past 5 years

96%* very or extremely likely to attend future Forums

3 out of 4* attendees extremely satisfied with their overall experience

*2018 RESPONDENTS
Creation of AAPP/EDR Offices

Affirmative Action Planning and Programs
Employee Disability Resources

• Addressing the natural evolution and functionality of the good work that has always occurred in what was the Office for Equity and Diversity

• Refocusing the unit’s core activities to address longstanding needs for supporting employees with disabilities and fully leveraging federal data as it relates to affirmative action policies and procedures

• Launching the Return to Work Program
The Return to Work (RTW) Coordinator

- New position as of spring 2020

- Developing and leading a new, campus-wide program to support employees in returning to meaningful work when they experience temporary restriction(s) from an illness, injury and/or disability.

- Partnering with campus stakeholders to provide resources, guidance and education to meet the needs of employees with temporary employment barriers.
Target of Opportunity Program (TOP)

The Target of Opportunity Program (TOP), begun in 2018, has made significant strides in recruiting faculty from underrepresented groups.

For the 2019-2020 TOP cycle:
- 27 recruitments authorized
- 10 offers have been accepted

For the 2018-2019 TOP cycle,
- 42 recruitments were authorized
- 17 offers have been accepted
Convergence of Diversity, Equity and Inclusion Efforts

• APLU/NSF Aspire Institutional Change Initiative
  • National effort through the NSF to encourage universities to think more critically about how we are setting up our faculty, staff, and students of color for success – particular emphasis on the recruitment and retention processes

• Faculty Retention Work Group Recommendation and Implementation
  • Set of recommendations that focuses on supporting faculty, particularly faculty from underrepresented backgrounds who do a disproportionate share of service on behalf of the institution.
  
  • The other side of TOP – it takes more to recruit prominent faculty now we have to think about what it will take to keep them
• **2020 EID Survey**
  - Fielded February 17 – March 13
  - Data to be analyzed and shared w/ campus partners in near future.

• **Late Night EID event**
  - Postponed due to COVID-19
  - Opportunity to recognize 2\textsuperscript{nd}/3\textsuperscript{rd} shift employees hard work and connect to campus/community resources.

• **EID Employee Learning**
  - Community of practice still convening monthly (now virtually).
  - Learning & Talent Development working to move learning opportunities online:
    - Perspectives: Being an Ally for LGBTQ+ Inclusion in the Workplace
    - Teaching Inclusively & Equitably, Bystander Intervention and the new Emotional Intelligence Virtual Conversation Cafes.
Student Inclusion Coalition (SIC)

- DDEEA and Student Affairs meet routinely with SIC in partnership on the issues presented as a result of the 2019 homecoming committee video.

- Members of each division are assigned to each of the student requests for collaboration.
Afro-American Studies 50th Anniversary

• Launched in the fall of 1970, is considered one of the most tangible outcomes of the campus Black Student Strike of 1969

• Among the first such academic departments in the country

• Activities are being planned in celebration of the 50th year anniversary which DDEEA will partner.
MDC/EDC/CDCC

History of DEI Governance: M/D Coordinators

- Not all are equally situated
- The scope of the role has expanded
- Varying degrees of access to senior leader of the unit
- Some have the right title – but little to no authority
- All know the needs of their student constituents
MDC/EDC/CDCC

History of DEI Governance: Vice Provost

Vice Provost Diversity & Climate 2003

Faculty member with a 50% appointment

Collaborated with Diversity Oversight Committee to plan the half-day Diversity Forum

Focused on increasing recruitment of faculty of color

Bernice Durand
Professor of Physics
<table>
<thead>
<tr>
<th>Event</th>
<th>Details</th>
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<tr>
<td>Vice Provost &amp; Chief Diversity Officer 2008</td>
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<td>Role became 100% appointment</td>
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<td>Expanded the Posse Program to NY</td>
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<td>First Wave became a formal scholarship program</td>
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<td>Constituted DDEEA in January 2011</td>
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<td>Managed 4 of the Big 9 Pipeline Diversity Programs</td>
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<td>Attempted significant governance reform</td>
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<td>MDC/EDC/CDCC</td>
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<td>Elevated role to Deputy Vice Chancellor 2018</td>
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<td>Implemented first-ever campus climate survey for students</td>
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<td>Completed 8 out of 10 programmatic reviews of units in DDEEA</td>
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<td>Managed 7 of the Big 9 Pipeline Diversity Programs</td>
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<td>Expanded quality and impact of Diversity Forum</td>
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<td>Engaged in donor development to support diversity initiatives ~ $20M+</td>
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<td>Implementing Strategic Diversity Plan</td>
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<td>Engaging in faculty recruitment, retention, and mentoring processes</td>
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Patrick J. Sims  
Professor of Theatre & Drama
Student Campus Climate Survey
Fall 2020

• Interested in seeing growth in the metric that measures how students see the UW’s commitment to diversity

• 80% say it’s important for an institution to have a genuine commitment while on 50% believe that UW Madison is actually committed – want to see that number increase by 5-10% points
P.E.O.P.L.E Pipeline Success
Precollege Enrichment Opportunity Program for Learning Excellence

- Increased number of eligible cohort admitted students from 55% to 73%
- New goal of admitted and matriculated is 80%
- Continued partnership with ITA
USC Race and Equity Institute

- 8-week Institute by University of Southern California (Jan-March)

- Professional learning and change series to strengthen the racial literacy, learn practical strategies to address vexing racial equity issues, and create strategic racial equity projects.

- 20 senior leaders from across campus participated.
Outstanding Women of Color (OWOC)

An evening full of inspiration, fun and gratitude as each honoree accepted their awards in front of 225+ guests.

L to R: Jasmine Zapata, Shiva Bidar-Sielaff, Laura Minero-Meza, Gina Green-Harris, Ahna Skop, Desiree Bates and Eden Inoway-Ronnie.
Virtual Town Hall Supporting Asian & Asian American Faculty/Staff

• Immediate response to xenophobic messages on and around campus:
  • to create a community support space around COVID-19 for Asian and Asian American faculty/staff and allies
  • Inform the community of available resources, to discover if there are any additional unmet needs
  • More than 500 attendees.
Affinity Group Gatherings

Gatherings began in spring 2019 to build and foster community amongst targeted populations of faculty and staff.

Affinity Groups:
• Native American
• LatinX
• Southeast Asian
• African-American
• LGBTQ+
• Multi-racial

• We look forward to resuming these efforts as soon as possible.
Questions?