What are our shared values and philosophies about diversity and inclusion at the University of Wisconsin-Madison?
Incidents of Hate/Bias on our Campus

Anti-Semitic Incident at Sellery Hall on January 25\textsuperscript{th}- Swastikas and a picture of Hitler was posted on the door of a Jewish student’s room on that date and in that place.
Incidents of Hate/Bias on our Campus

Incident at Dejope Hall- A group of students interrupted a prayer vigil for Native American survivors of sexual assault led by a Ho-Chunk Elder in this residence hall on Wednesday March 9th.
Incidents of Hate/Bias on our Campus

Incident Against First Wave Scholars in Sellery Hall on Saturday Morning March 12th-An incident occurred where a student allegedly pushed and spat on a member of the First Wave community.
Incidents of Hate/Bias on our Campus

Outside of the Student Activity Center on Saturday evening March 12\textsuperscript{th}- The student reported that she was spat on by a middle-aged white male wearing green part of a group of men dressed in the same attire.
Chief Diversity Officer Update

- Increasing support for Emotional and Mental Well-being from 1 person to 2 for the Division
- Partnering with Dean of Students Office on a support staff Ombuds position for GLBTQ faculty and staff
- Establishing regular contact with the shared governance groups to enlist their support and input on policy recommendations
  - Working on creating a statement on the institutional commitment to diversity and inclusion
  - Advisory Council “kitchen cabinet” of key stakeholders
Chief Diversity Officer Update

- Hosted the first Annual Deans Diversity Retreat – to discuss major themes on campuses and how senior leaders can use their bully pulpit to set expectations around engagement and capacity-building related to diversity and inclusion

- Separate advisory council for students
  - Establishing a partnership with the Equity and Inclusion committee of ASM to support an intern position in DDEEA to ensure continuity of information

- Faculty Diversification Initiative (FDI) Partnering with Vice Provost for Faculty and Staff
  - Retained roughly 80% of majority faculty in the recent raid on UW and 75% of faculty of color
  - Expanding use of the dedicated funds to include instructional staff
Chief Diversity Officer Update

- Strengthening ties with our Native Nations
  - 2016 Powwow partnership with Wunk Sheek
    7,000 attendees

- DDEEA, SoHE, Nelson Institute, UW Extension and UW Colleges working on strengthening collaborations between the various units who have a vested interest and working with and supporting Native American populations
Chief Diversity Officer Update

- Making Diversity and Inclusion more central to our collective institutional activities such as philanthropic and leadership development efforts
  - Spring Game recipient April 23 - kick off at noon
  - Renewed Federal TRIO Grant and secured a new grant for a combined total of $2.6M over the next 5 years
  - Experiencing success in raising funds for our pipeline scholarship programs
Chief Diversity Officer Update

- Women in Leadership summit, partnership with the National Diversity Council – Dean Shim will be representing UW at this event on April 5, 2016 in Grainger 8-12pm

- Partnership with the graduate school on hosting affinity group mixers for graduate student and faculty of color

- Working on piloting a similar effort for staff – which may include partnerships with University Staff and Academic Staff executive committees
Chief Diversity Officer Update

- Campus Climate Survey with a staggered launch in the fall 2016

- Diversity Inventory Project – active web-based, real-time, accessible system to help catalog and manage an inventory of campus diversity initiatives.

- Annual Fall Diversity Forum Nov 1, 2016 – Hoping to have stronger curricular ties to this effort – extra credit provided and or course content be built around engaging in this experience.
Action steps that you can take

- Look at “bullying” language as a way to address possible hate/bias incidents in the classroom;

- Address hate/bias incidents in their curriculum to ameliorate these unacceptable occurrences in our campus community
Action steps that you can take

- Commit to engaging in ongoing cultural competency training(s). LCICE as an infrastructure already provides these services campus wide.
Action steps that you can take

- Commit to experiencing the leadership institute and become a facilitator, carving out 10-15% of your time towards these efforts.

- Support the request for additional staff.
Action steps that you can take

Visit
https://campusclimate.wisc.edu/initiatives/

https://campusclimate.wisc.edu/campus-climate-proposal/
Contact Us

Vice Provost
and Chief Diversity Officer

Patrick J. Sims

More information:

(O) 608-890-3117
(email) patrick.sims@wisc.edu
(web) www.diversity.wisc.edu