State of Diversity and Inclusion
Faculty Senate
March 5, 2018

Patrick J. Sims
Vice Provost and Chief Diversity Officer
Today’s goals:

- Provide information on efforts and activities within the Division of Diversity, Equity and Educational Achievement (DDEEA).
- Share results and next steps of first ever Campus Climate Survey results
DDEEA Goals

UW-Madison to become a national thought leader in fostering diversity, equity, and inclusion in higher education through active participation of all constituents of the UW-Madison community.

- Become better stewards of our resources
- Strengthen relationships with our campus partners and fully engage in the shared governance process.
IMPLEMENTATION TIMELINE

18 initiatives were identified to be implemented in three phases within a 10-year period. **In the first phase, initiatives that have already begun and those deemed “high priority” will be implemented.** In the second phase, additional initiatives which are important yet need further resources (i.e., time, financial investment) to fully develop will be put into place. In the third phase the remaining initiatives will come to fruition.
UW Madison is working to improve campus climate.
Campus Climate Survey

- Fall of 2016, more than 8,000 students answered campus climate survey—first time such data attained.
- Task force met last spring and summer to analyze results
- Results and recommendations for action released November 1.
Survey Methodology

Emails sent to 41,956 students
- 8,652 (21% of eligible students) completed the survey
- Multiple choice and open-ended questions included

Students who completed the survey were similar to the overall UW-Madison student population demographics
Summary of Key Findings

• Most students report a positive campus climate.
• Historically underrepresented and disadvantaged groups report a less positive campus climate, particularly:
  • Students of Color
  • Trans/non-binary students
  • LGBQ students
  • Students with a disability
Key campus initiatives already underway

Diversity Liaison Project: 3 to 5 faculty or academic staff to implement best practices in classroom.

The Discussion Project: began this fall to help faculty and academic staff members facilitate high-quality classroom discussion to engage all students.
Key campus initiatives already underway

Our Wisconsin: expanded to 7,000 students this fall, up from 1,000 its pilot year

Bias response and advocacy coordinator: oversees the university’s Bias Reporting Process
Results from the survey validate the importance of this work.
Thinking about this semester on campus, how often do you feel welcome?

- Overall: 81%
- Trans/Non-Binary: 50%
- LGBQ: 69%
- Student of Color: 65%
- Student with Disability: 67%

Percent Very or Extremely Often
How much do you feel your comments and questions are respected in your classes?

![Bar chart showing the percentage of students who feel their comments and questions are respected by faculty or instructors and by other students.](chart.png)

By Faculty or Instructors:
- Overall: 79%
- Trans/: 66%
- Student with: 70%

By Other Students:
- Overall: 65%
- Trans/: 50%
- LGBQ: 56%
- Student: 54%
- Student with: 55%

Percent very or extremely respected
Ever feel expected to represent your identity in class?

- Overall: 27%
- Trans/: 58%
- LGBQ: 40%
- Student: 45%
- Student with: 41%
- International: 36%

Percent Yes
How do you feel about being expected to represent your identity in class?

- Overall: 40%
- Trans: 66%
- LGBQ: 56%
- Student: 58%
- Student: 52%
- International: 16%

Percent Who View it as a Negative Experience
Incidents of hostile, harassing, or intimidating behavior

Percent reporting any incidents

- Overall: 31% Witnessed, 11% Directed at You
- Trans/Non-Binary: 51% Witnessed, 33% Directed at You
- LGBQ: 46% Witnessed, 21% Directed at You
- Student of Color: 43% Witnessed, 19% Directed at You
- Student with Disability: 49% Witnessed, 28% Directed at You
UW-Madison commitment to diversity

- How committed is UW-Madison to diversity?
- How important is it to you that UW-Madison has a strong commitment to diversity?

<table>
<thead>
<tr>
<th>Category</th>
<th>Very or Extremely</th>
<th>Strong Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>72%</td>
<td>85%</td>
</tr>
<tr>
<td>Trans/Non-Binary</td>
<td>21%</td>
<td>85%</td>
</tr>
<tr>
<td>LGBQ</td>
<td>36%</td>
<td>85%</td>
</tr>
<tr>
<td>Student of Color</td>
<td>33%</td>
<td>85%</td>
</tr>
<tr>
<td>Student with Disability</td>
<td>38%</td>
<td>78%</td>
</tr>
</tbody>
</table>
Valuing diversity and inclusion

• How important is valuing diversity to one’s future success? (% very or extremely important)

• How often do you try to create a welcoming environment for other students here at UW-Madison? (% very or extremely often)
<table>
<thead>
<tr>
<th>Ensure</th>
<th>inclusive learning environments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase</td>
<td>campus safety for all members of the UW-Madison community</td>
</tr>
<tr>
<td>Improve</td>
<td>institutional responses to incidents of hate and bias that promptly communicate a clear commitment to diversity and inclusion</td>
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## Task Force Goals and Recommendations

<table>
<thead>
<tr>
<th>Increase</th>
<th>the number of faculty, staff and students from underrepresented groups</th>
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</thead>
<tbody>
<tr>
<td>Promote</td>
<td>our shared value of diversity and inclusion</td>
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<tr>
<td><strong>Task Force Goals and Recommendations</strong></td>
<td></td>
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<tr>
<td>-----------------------------------------</td>
<td></td>
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<tr>
<td><strong>Increase</strong></td>
<td></td>
</tr>
<tr>
<td>capacity of students, faculty and staff to respond effectively to hostile, harassing or intimidating behavior</td>
<td></td>
</tr>
<tr>
<td><strong>Promote</strong></td>
<td></td>
</tr>
<tr>
<td>dialogue across differences to emphasize mutual respect and understanding</td>
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</tbody>
</table>
Continuing our efforts:

Developing Diversity Inventory Project

- In February of 2017, launched database to capture all diversity programming and efforts at UW-Madison.
- Active, web-based real-time, accessible system to help catalog and manage an inventory of campus diversity initiatives.
Spring 2018 Forums
March 12 Union South 6:30PM
Chance for students, faculty and staff to review report and discuss next steps with task force members

Shared Governance Review of Survey
Spring 2018
University Staff Congress, Faculty Senate, Academic Staff Assembly and Associated Students of Madison.
Next Steps

• Engage Shared Governance on Discussion and Next Steps
• Continue with REEL Change Implementation
• Use Diversity Inventory Program (DIP) to begin Assessment of Current Diversity Efforts
• Learn where the Leverage Points are to Create an Inclusive Campus Environment for all.
Learn more about our work:

Visit https://diversity.wisc.edu/

https://campusclimate.wisc.edu/Initiatives/
Contact Us

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