

Campus Diversity & Climate Committee
(Faculty Policies & Procedures 6.27.)
Annual Report, 2019-2020

I. Statement of Committee Functions

The Campus Diversity & Climate Committee (CDCC) is a shared governance committee that:

1. Advises the administration, faculty, staff, and students on campus diversity and climate which, as noted in the UW-Madison *Institutional Statement on Diversity*, is a source of strength, creativity, and innovation for this campus. The CDCC values the contributions of each person and respects the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. As part of that community, the CDCC is committed to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.
2. Works collaboratively with and advises the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
3. Provides for faculty, staff and student participation in long-range planning and serves as a gateway of information to and from shared governance communities.
4. Reviews campus committees pursuing discrimination goals regarding missions and coordination.
5. Meets with campus leadership to discuss policy and progress on climate and diversity.
6. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
7. Makes policy recommendations.
8. Reports annually to the Faculty Senate, Academic Staff Assembly, University Staff Congress, and the current student governance body.
9. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.

The committee's "Operating Procedures" (11 September 2019) are available upon request from the Office of the Secretary of the Faculty.

Professor Nasia Safdar (Medicine) and Director of Education and Faculty Development Tetyana Schneider (Ophthalmology and Visual Sciences) co-chaired the committee in 2019-2020 and have been elected to serve as faculty and academic staff co-chairs, respectively, in 2020-2021.

II. Acknowledgement of Partnerships

The CDCC highly values ongoing collaborations and thanks the following individuals who have partnered with the CDCC in 2019-2020:

- Diversity Officers/Multicultural & Disadvantaged Coordinators: Assistant Dean Tom Browne (College of Agricultural & Life Sciences) and Director of Diversity Affairs Mel Freitag (School of Nursing) who partnered with the Academic Success subcommittee;
- Division of Diversity, Equity, & Educational Achievement: Director of Communications Mary Carr Lee and Events & Logistics Specialist Krystal Tucker, who partnered with the Diversity Forum subcommittee;
- Wisconsin Union: Communications & Community Relations Director Esty Dinur (Wisconsin Union) who served on the Diversity Forum subcommittee;
- UWPD: Assistant Chief Kari Sasso and Executive Director of Recruitment, Diversity, & Inclusion Louis Macias, who partnered with the Policy Recommendations subcommittee

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CDCC members greatly appreciated the contributions and insights of Deputy Vice Chancellor, Vice Provost and Chief Diversity Officer Patrick Sims and congratulate him on his appointment as Executive Vice Chancellor and Provost of the University of North Carolina School of the Arts. The committee also wishes former Assistant Vice Provost Sherri Charleston well in her new role as Chief Diversity & Inclusion Officer at Harvard University.

III. Current Activities

Membership ([FPP 6.27.A.5-6](#)). On 13 November, the committee voted unanimously to recommend addition of a postdoc member, appointed by the Office of Postdoctoral Studies (VCRGE), to serve for a one-year term, renewable for an additional year. On 2 December 2019, Professor Nasia Safdar presented the Campus Diversity & Climate Committee (CDCC) annual report for 2018-2019 to the Faculty Senate ([Faculty Document 2859](#)) and moved to add a postdoctoral scholar to the CDCC membership ([Faculty Document 2160](#)). The motion was seconded and passed by voice vote without dissent. The Office of Postdoctoral Studies appointed Emma Brandt, a Postdoctoral Fellow in the Mahmoud Lab (Cell & Regenerative Biology), to serve from May 2020 through June 2021.

Standing Subcommittees:

Academic Success. Members continued ongoing discussions with Assistant Director for Advising Technology & Assessment Jeff Shokler (Office of Undergraduate Advising), Campus Crossroads advisors, Campus Diversity Officers (MDCs), and other campus partners about how to maximize the capabilities of the recently adopted Starfish advising platform. Conversations focused on how Starfish could become a “one stop” location making resources readily available and helping students navigate support systems. Starfish also has untapped capabilities to serve as an “early warning system” and could support student success planning (calendarizing meetings, creating checklists, making referrals).

Diversity Forum. Members partnered with DDEEA colleagues to finalize plans for the 2019 forum, evaluate its success, develop an inaugural call for proposals, and initiate planning for the 2020 forum.

UW-Madison’s 2019 Diversity Forum, *Building Bridges to a Better Future: Opportunities through Access & Exposure*, attracted more than 1300 participants – a new attendance record. Detailed program information and more than four hours of video footage are [linked](#) from the Creating Community website. John Quiñones, ABC News correspondent and creator and co-host of the *What Would You Do?* hidden camera television series met with students, faculty, staff, and community members at a special reception in advance of the forum and delivered a well-received keynote address: The forum concluded with *What Will You Do? Equity in Action*, a workshop presented by Annette Miller, Founder and Chief Executive Officer of EQT By Design. A 2021 keynote will be delivered by Robin DiAngelo, author of *White Fragility*. A late night diversity forum was not held in Winter 2019.

In Spring 2020, the planning team analyzed responses to a post-event survey conducted by DDEEA Diversity & Climate Researcher James Yonker. More than 40% of participants responded to the request for evaluations (600 evaluations, ~30,000 words in response to open-ended questions). Results informed logistics and programming decisions for the 2020 Diversity Forum. An inaugural call generated 49 breakout session proposals for the Fall 2020 Forum. DDEEA Director of Communications Mary Carr Lee chaired a selection committee including representatives of diversity and inclusion focused shared governance committees, DDEEA colleagues, and stakeholders from across campus. Oscar Mireles represented the Campus Diversity & Climate Committee on the selection committee.

Leadership Meetings. Following changes to CDCC functions, members recommended changing the subcommittee’s charge.

Policy Recommendations. Members analyzed 2018-2019 school/college diversity and inclusion reports submitted to Chancellor Rebecca Blank and Provost John Karl Scholz and developed recommendations for consideration by the full committee. The committee's discussion focused on:

- the need for a unified approach to strategic planning, assessment, and programming, especially with regard to how climate assessments are undertaken
- strategies for communicating effectively about ongoing efforts, concerns, and progress
- providing for accountability and incentivizing engagement in diversity & inclusion efforts within UW-Madison's performance management system
- recognizing the need for professional development and competency building opportunities for faculty and staff as well as students

The CDCC would like to see VCFA and VCSA divisions included in annual reporting, along with schools and colleges.

Awards. On 13 November, the committee unanimously approved a plan providing for annual CDCC representation in the selection process for UW-Madison's Outstanding Women of Color Awards and UW System's Outstanding Women of Color in Education Award. Two committee members will be appointed to serve on a campus-wide selection committee convened by the Division of Diversity, Equity & Educational Achievement. The committee appointed Lori Lopez, Oscar Mireles, and Tetyana Schneider to represent the Campus Diversity & Climate Committee on the 2020 Outstanding Women of Color Award Selection Committee.

Deferred Action for Childhood Arrivals (DACA). On 6 May, the CDCC voted unanimously to endorse a *Resolution to Support UW-Madison DACA Employees* prepared and adopted by the Committee for Immigration & International Issues, chaired by Professor Alfonso Morales (Planning & Landscape Architecture). This resolution also was endorsed by the Committee on Women in the University (22 April), Faculty Senate ([Faculty Document 2894](#), 4 May), and Academic Staff Assembly ([ASA Document 737](#), 11 May).

Sexual Assault/Sexual Violence. On 12 February, Violence Prevention Manager Molly Zemke (University Health Services) presented initial findings from the 2019 AAU Survey. About 30 institutions participated in this national survey, fielded by Westat. In addition to assessing the prevalence of sexual assault, the survey measures knowledge of campus resources and level of trust in the campus response to sexual misconduct.

Across AAU institutions, about 1/3 of undergraduate students will experience sexual assault. Rates are higher in underrepresented groups, with disproportionately high rates of assault experienced by women of color, particularly American Indian and Alaskan Native students, and by LGBTQ+ students who identify as bisexual, queer, or transgender. Alcohol remains a common factor, although questions from 2015 and 2019 are not directly comparable. It's more likely that a perpetrator will have consumed alcohol prior to an assault.

At UW-Madison, about 22% of students asked to take the survey responded. The 2019 survey shows that students have increased knowledge about sexual misconduct and sexual violence; however, some confusion about process and resources remains. Knowledge about UW-Madison resources has increased slightly since 2015. The level of trust in our campus response has increased slightly for international and graduate students and has decreased slightly for domestic and undergraduate students. Transparency of process improves trust. UW-Madison graduate students were more likely than AAU peers to report being assaulted by a fellow student than by a member of the faculty or staff. In 77% of instances, alcohol was consumed by the perpetrator and/or victim. Among victims who were drinking, about one third were unconscious at the time of the assault.

CDCC members and UHS colleagues share strong concerns that students who are marginalized experience disproportionate levels of sexual violence and want to partner in identifying leverage points and actions UW-Madison can take. A coordinating council will review feedback from campus listening

sessions held in November and report on steps the university can take to prevent assaults and support survivors.

Student Priorities:

ASM Equity & Inclusion Committee. On 12 February, Crystal Zhao summarized efforts to advance four key initiatives in 2019-2020: (1) Diversity Training: increasing the diversity of staff presenters, with a focus on regional differences as well as differences across many other dimensions of diversity; (2) Inclusive Teaching: expanding capacity for faculty, instructional academic staff, and graduate assistants to provide a more inclusive and welcoming teaching & learning environment, with tailored content for those who are newer to the conversation as well as those with prior knowledge; (3) Open House: working with University Housing and UW-Madison administration to resolve concerns about how sex and gender are recorded, protect and expand access to Open House, and address instances of bias and HIB; (4) SIC: securing funding for diversity and inclusion efforts and addressing structural concerns about how funding is awarded. In future years, committee members expressed willingness to collaborate when ASM Equity & Inclusion Committee and CDCC priorities align.

Student Inclusion Coalition. On 11 March, Jared Biddle (President, Black Student Union and Vice President, Student Inclusion Coalition), and Kingsley Pissang (President, Student Inclusion Coalition) outlined the flow of events following UW-Madison's 2019 Homecoming and described areas of effort for UW-Madison administration and the Student Inclusion Coalition, with a strong focus on actions to improve support systems and to ensure permanent and increased funding for institutions and student organizations that primarily serve and include predominantly marginalized groups. A comprehensive list of demands can be found on [SIC's Twitter thread](#). Associate Vice Chancellor for Student Affairs Gabe Javier intended to participate in the meeting but was called into UW-Madison's Emergency Operations Center to respond to COVID-19 related issues. The committee will schedule a follow-up meeting to continue discussion and identify how to advocate for positive change in concert with DDEEA, VCSA, and SIC leadership.

III. Current and Future Issues and Areas of Effort

In 2020-2021, the committee will:

- Collaborate with DDEEA to evaluate the Fall 2020 Diversity Forum and plan for the 2021 Diversity Forum
- Explore and recommend professional development and competency building opportunities/resources for faculty and staff
- Continue working with University Health Services colleagues to identify and support actions to reduce the rate of sexual assaults and sexual violence
- Address priorities identified by the committee in Fall 2019

V. Committee Membership

Campus Diversity & Climate Committee, 2019-2020

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Lori Lopez	Communication Arts	2019	2020
Kristen Malecki	Population Health Sciences	2018	2021
Nasia Safdar (co-chair)	Medicine	2018	2021
Dietram Scheufele	Life Sciences Communication	2019	2021
<u>Academic Staff:</u>			
Elise Ahn	International Division	2019	2020
Jorge Cardona	Wisconsin Center for Education Research	2019	2021
Tetyana Schneider (co-chair)	Ophthalmology and Visual Sciences	2018	2021
Liz Valentine	University Health Services	2017	2020
<u>University Staff:</u>			
Heidi Hakseth	Mercile J. Lee Scholars Program	2017	2020
Juli Loker	Physician Assistant Program	2017	2020
Holly Johnson	Center for Limnology	2019	2021
Carol Pope	Center for the First-Year Experience	2017	2020
<u>Students:</u>			
Adeela Ali (undergraduate student)		2019	2020
Adrian Lampron (undergraduate student)		2019	(S I)
Chair, ASM Equity & Inclusion Committee			
Elizabeth Peterson (undergraduate student)		2019	2020
Andy Steuber (graduate student)	Curriculum & Instruction	2020	(S II)
Crystal Zhao (undergraduate student)		2019	(S II)
Diverse Engagement Coordinator, ASM			
<u>Community & Alumni</u>			
Prencia Clifton	Division of Continuing Studies		
Larry Jolón	Center for Leadership & Involvement	2019	2022
Gia Gallimore	Wisconsin Foundation & Alumni Association	2019	2022
Oscar Mireles	Omega School	2019	2022
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost/DDEEA	2016	
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	2016	