

Campus Diversity and Climate Committee Annual Report for 2021-2022

I. Statement of Committee Functions

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" (September 2021) are available upon request from the Office of the Secretary of the Faculty.

Associate Professor Kristen Malecki (Population Health Sciences) and Graduate Medical Education (GME) Program Administrator Tetyana Schneider (Ophthalmology and Visual Sciences) chaired the committee in 2021-2022. Associate Professor Lori Lopez (Communication Arts and Asian American Studies) and International Projects Office Director Elise Ahn (International Division) are serving as faculty and academic staff co-chairs, respectively, in 2022-2023.

II. Acknowledgement of Partnerships

The CDCC highly values ongoing collaborations and thanks the following individuals who have partnered with the committee in 2021-2022:

- Cheryl Gittens, Associate Vice Provost for Faculty & Staff Affairs and co-chair, ad hoc Committee on Diversity Education & Training
- Louis Macias, Executive Director of Recruitment, Diversity, & Inclusion, UW-Madison Police Department (now Associate Dean for Diversity, Equity & Inclusion, CALS)
- Kristen Roman, Chief of Police, UW-Madison Police Department
- Gavin Luter, Managing Director, UniverCity Alliance
- Haley Madden, Assistant Director for Community Engaged Scholarship, Morgridge Center for Public Service
- James Flores, Admissions Counselor, Native American Outreach, Office of Admissions & Recruitment
- Micaela Salas, Financial Aid Advisor & Basic Needs Specialist, Office of Student Financial Aid
- Gerry Essenmacher, Ombuds, Ombuds Office
- Sara Lazenby, Institutional Policy Analyst II (Inst), Academic Planning & Institutional Research
- Torsheika Maddox, Chief of Staff, Division of Diversity, Equity & Educational Achievement

- James Yonker, Director, Strategic Diversity Planning & Research, Division of Diversity, Equity & Educational Achievement
- Marianne Bird Bear, Associate Dean, International Division, and Campus Diversity Representatives liaison (Lead: Academic Success Subcommittee)
- Kristina Flores, Event Coordinator, Division of Diversity, Equity & Educational Achievement (Member: Diversity Forum Subcommittee)
- Kacie Lucchini Butcher, Director, Public History Project (Member: Diversity Forum Subcommittee)
- Anju Reejhsinghani, Assistant Vice Provost for Strategic Diversity, Equity & Inclusion Administration, Division of Diversity, Equity & Educational Achievement (Co-Lead: Diversity Forum Subcommittee)
- Kari Sasso, Assistant Chief – Administration & Support, UW Police Department, and UWPD liaison (Member: Policy Recommendations Subcommittee)

CDCC values participating in annual “Joint C’s” meetings hosted by the Chief Diversity Officer. These meetings include leaders and members of DEI-focused shared governance committees (including the Committee on Disability Access & Inclusion; CDCC; Immigration & International Issues Committee; LGBTQ+ Committee; Committee on Undergraduate Recruitment, Admissions & Financial Aid; Committee for Women in the University), divisional Equity & Diversity Committee chairs, Campus Diversity Representatives (formerly MDCs), and DDEEA colleagues. They provide a forum for communicating DDEEA activities, discussing committee priorities and initiatives, suggesting possible collaborations, and community building.

III. Current Activities

CDCC Logic Model. In September, faculty co-chair Kristen Malecki shared a draft logic model and invited questions and observations about how the committee might follow up on previous year efforts, plan strategically to achieve short, mid, and longer-term goals, and develop accountability measures for campus efforts, in collaboration with Dr. Charleston and DDEEA colleagues. Members supported the concept of developing clear goals and more specific proposals, establishing mechanisms to track effort and success, and engaging partners to communicate and advance action-oriented recommendations. They agreed systematic outreach (e.g., invited conversations) should inform goal-setting and guide the committee’s work. Throughout the academic year, subcommittees discussed how to articulate ongoing and proposed activities within this framework. The logic model is intended to progress from a brainstorming space to a document tracking recommendations and progress over time.

CDCC Subcommittees:

Academic Success. In January, CDCC recommended continuation of UW-Madison’s Public History Project to Chancellor Rebecca Blank and Vice Provost for Teaching & Learning John Zumbrunnen. In April, CDCC encouraged Chancellor Blank and Provost Karl Scholz to provide ongoing support and continued funding for the Public History Project, noting the project has proven to be a very effective tool in bringing transparency and raising awareness of our university’s history of bias and discrimination.

The Public History Project improves campus climate by acknowledging that experiences of UW students have evolved over time and that UW-Madison has been on the forefront of change. Uncovering and reckoning with our past allows us to gain further awareness of biases we strive to mitigate and behaviors we don’t want to repeat. Underrepresented and disadvantaged students, staff and faculty regularly report a less favorable university climate and work environment. Acknowledging this allows us to deepen our awareness of these perspectives and work towards ending the disenfranchisement of marginalized groups. Its mission and activities align well with shared governance ideals and facilitate efforts to build a more inclusive and equitable community, embrace diversity, and give a voice to the underrepresented.

In March, Office of Admissions & Recruitment Admissions Counselor James Flores and Office of Student Financial Aid Advisor & Basic Needs Specialist Micaela Salas presented a proposal to extend financial support to indigenous students through a scholarship or tuition promise program. CDCC endorsed the proposal by unanimous vote and strongly recommends that UW-Madison create a scholarship or tuition promise program supporting Native American students enrolling in graduate and professional programs as well as undergraduate students. The program would not be race-based but would instead focus on tribal enrollment or affiliation.

Indigenous students are dramatically underrepresented at UW-Madison, although Wisconsin is home to 11 federally recognized tribes and bands. Improving financial support would help UW-Madison more successfully attract, enroll, support, retain, and graduate more Native American students. A scholarship or tuition promise program would help UW-Madison be accountable for, and work to reconcile, state and institutional histories, which include multiple attempts to forcibly remove the Ho-Chunk Nation from ancestral homelands on which the University of Wisconsin-Madison stands and legacies of being a land grant institution and flagship campus developed and sustained through sales of more than 235,000 acres of expropriated indigenous lands.

A UW-Madison scholarship or tuition promise program that recognizes tribal sovereignty and citizenship would foster an environment that supports the wellbeing and success of indigenous students and would strengthen ties between UW-Madison and the First Nations of Wisconsin and beyond. Fourteen other states have approved in-state tuition and tuition waiver programs, including the University of Michigan, which has offered an Indian Tuition Waiver since the 1970's, and the University of Minnesota, which announced the creation of a system-wide Native American Promise Tuition Program in November 2021. Implementing a scholarship or tuition promise program would make UW-Madison more competitive with peers who offer such support, set a positive example for land grant universities that do not, and offer opportunities for partnership with UW System campuses working towards this shared goal.

Current data from the Office of Student Financial Aid show it would cost approximately \$667K to provide scholarship support or a tuition promise program for current undergraduate students who are enrolled tribal citizens and who are not already participating in UW-Madison promise or scholarship programs.

One positive step UW-Madison can take immediately is to introduce a voluntary heritage form that demonstrates cultural competency in the complexity of American Indian identity. Applicant responses will help clarify the number and status (e.g., enrolled/tribal citizen, tribal affiliation, descendant) of students who identify as Native American and will help staff connect incoming students with tailored programs, events, and services designed to support their academic success.

Diversity Forum. The planning team received and evaluated more than 50 proposals for Diversity Forum break-out sessions (see [program](#) for details of selected sessions). The forum featured panel discussions about health equity and belonging, UW-Madison Public History Project efforts, best practices in digital accessibility, activism & advocacy, and the impact of efforts to restrict voting.

In addition to welcoming UW-Madison faculty, staff, students, and members of the greater Madison community, DDEEA reached out to invite participation from other schools and private colleges in Wisconsin and by CDOs of peer institutions. More than 2,800 people participated in *Diversity Forum 2021: Rising Above & Reshaping Our World in the Image of Justice* (2-3 November). About 250 attended face-to-face and more than 2,500 attended virtual sessions. At peak connection, 1,435 people were online and by mid-November there had been more than 14,800 views of forum sessions. Recordings are available for six months after the forum.

Day 1 (hybrid) began with a keynote address delivered by Dr. Russell Jeung, co-founder of *Stop AAPI Hate*, a body that has reported more than 9000 incidents of discrimination and harassment

during the pandemic, many in public spaces. An APIDA panel, including CDCC member and Asian American Studies Program Director Lori Lopez, shared lived experiences and discussed themes raised by Dr. Jeung.

Day 2 (fully virtual) included an hour-long interview of Steven Canals, co-creator of the FX TV series *POSE*, by GSCC Assistant Dean & Director Warren Scherer. Associate Vice Chancellor Gabe Javier moderated a student panel that discussed themes raised in the interview and highlighted in *POSE*.

Evaluation data highlighted the hybrid model's popularity and effectiveness, a perennial desire for additional "take-aways," and suggestions for creating additional learning tracks.

Policy Recommendations. The subcommittee analyzed 2020-2021 reports describing DEI efforts in academic divisions and presented draft recommendations to the committee as a whole for discussion and adoption. CDCC recommends that UW-Madison:

1. Improve the annual DEI reporting process by replacing narrative reports with a more standardized survey form. This would improve accountability by helping schools and colleges more accurately measure progress. The College of Letters and Science piloted a DEI reporting survey that helped to effectively capture data on DEI initiatives from across its 65 units. CDCC recommends that campus move to a similar model.
2. Increase financial support for DEI initiatives:
 - increase financial aid and grant funding to support our most vulnerable students whose considerable existing needs have been exacerbated during the pandemic
 - expand Graduate Research Scholars (GRS) programs to support recruitment of larger cohorts of underrepresented students into graduate programs
 - grow the TOP Program to support additional hires and promote retention for recent successful TOP hires
 - develop financial support for recruiting and hiring diverse staff
3. Enhance communication and DEI data analyses:
 - facilitate cross-school/college collaborations on DEI efforts
 - help develop division-specific survey tools that could be used concurrently by DDEEA and schools/colleges
 - provide division-specific Campus Climate Survey data to support more robust evaluation of school/college DEI initiatives.
4. Improve DEI education & training:
 - help schools/colleges track faculty/staff/student progress in completing diversity trainings
 - provide curricular support to develop diversity and inclusive pedagogy trainings
5. Support curricular improvements:
 - help develop academic programs and tutoring services that support students struggling with gateway/intro classes or preparedness for core curriculum

CDCC also identified promising practices and noteworthy initiatives that are already being implemented by some schools and colleges, and could be promoted to others as successful models:

1. Cohort faculty hires: Hiring TOP candidates as a cohort or a cluster helps increase retention and mitigate potential feelings of isolation within academic units and in Wisconsin more generally. Commendably, some schools/colleges formally track the success and failure of these initiatives in retaining faculty.
2. Life-cycle pipeline programs: Schools/Colleges have developed many different programs for supporting underrepresented students before they even get to UW–Madison, such as pre-college summer programs and partnerships with local high schools, community and professional organizations. These programs help to provide academic support for students from diverse backgrounds, and are valuable outreach efforts that help bring more diverse students to UW–Madison. Schools/Colleges have raised program funds and created scholarships that build more

diverse student populations at all levels of tertiary education (undergraduate, graduate, and professional).

3. Self-study: A number of Schools/Colleges have begun engaging in self-study through administering their own pulse surveys, listening sessions, and community discussions to track DEI engagement, identify struggles, and promote conversation about what the school is doing to strengthen DEI outcomes. Examples include holding town halls with different stakeholder groups and facilitating sustained discussions through semester-long book discussion groups.

Professional Development. UW-Madison seeks to develop a curriculum with multiple points of entry for capacity building in diversity, equity, and inclusion. The 2020-2021 ad hoc Committee on Diversity Education & Training was chaired by Vice Provost for Faculty & Staff Beth Meyerand and Associate Vice Provost Cheryl Gittens. In September, CDCC discussed the ad hoc committee's efforts and recommendations, which were reviewed and supported by leadership. The ad hoc committee recommended consideration of *Diversity.edu* as a potential "Diversity 101" component to establish a foundation for faculty and staff professional development and training by building a common language and understanding of key topics (e.g., understanding bias). Incorporating additional material related to areas of historic and current importance to UW-Madison could "bookend" the *Diversity.edu* modules that are currently being widely disseminated in educational and corporate spaces nationally. A "phase 2" ad hoc Committee on Diversity Education & Training, intended to identify additional content and help build a curriculum that is scalable for all of campus, is envisioned but has not yet been charged.

CDCC's Professional Development committee developed a compilation of DEI resources in partnership with DDEEA: <https://diversity.wisc.edu/inclusion-resources/>

Subcommittee members noted that working with an outside vendor could entail significant time and monetary costs, given the need to conduct RFPs and work with vendors on campus-specific customization, and recommended that CDCC work with Dr. Anju Reejhsinghani to recommend timely and cost-effective ways to implement a baseline course and consider pathways for advanced learning linked to professional roles.

In February, Gavin Luter, Managing Director of the UniverCity Alliance, and Haley Madden, Assistant Director of Community Engaged Scholarship at the Morgridge Center for Public Service, provided a brief overview of the BARC (Badger Anti-Racist Coalition) rubric. BARC is a grassroots coalition of committed UW-Madison employees, many of whom are community engagement professionals, and community partners who have collaborated to develop an array of options for anti-racist work in individual departments/units. BARC envisions groups piloting the rubric will advance toward shared power and liberation. The group presented an earlier version of the rubric at the 2021 Diversity Forum and continues to seek advice for improving the rubric and in learning how informal efforts could mesh with, support, and augment university initiatives. CDCC asked how BIPOC partner organizations contributed to the rubric's development and to what extent the rubric uses evidence-based interventions.

Academic Freedom. In December, CDCC endorsed two shared governance resolutions by unanimous vote: *Resolution in Support of Academic Freedom to Teach Race & Gender Justice, and Critical Race Theory* (Faculty Document 2979, 1 November 2021; ASA #769, 8 November 2021). Preserving academic freedom to establish a curriculum and to teach is vitally important.

Awards & Recognition. The committee congratulates and recognizes recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 14th Annual Outstanding Women of Color Awards

Cat N. Burkat, M.D., Professor (CHS), Ophthalmology & Visual Sciences,
School of Medicine & Public Health

Jennifer Gauthier, Senior Outreach Specialist, Extension Institute of Community Development,
Menominee County/Menominee Nation, Division of Extension
Sheryl Henderson, M.D., Ph.D., Associate Professor (CHS), Pediatrics,
School of Medicine & Public Health
Carola Peterson-Gaines, Community Outreach Specialist, Pharmacy Practice Division,
School of Pharmacy; Badger Care Plus Community Liaison Manager, Quartz;
Community Research Associate, Community Academic Aging Resource Network
Carolina Sarmiento, Ph.D., Assistant Professor, Civil Society & Community Studies,
School of Human Ecology
Danielle Yancey, M.S., Director, Native American Center for Health Professions,
School of Medicine & Public Health

Award recipients were announced at the Diversity Forum and recognized at a campuswide [reception](#) on 3 March 2022.

Larry Jolón and Lori Lopez represented CDCC on the *2021 Outstanding Women of Color Awards* selection committee. Claudia Guzmán and Liz Valentine will represent CDCC on the *2022 Outstanding Women of Color Awards* selection committee, and Oscar Mireles will re-join the selection committee as a community representative.

CDCC also congratulates and recognizes *2021 UW System Outstanding Woman of Color in Education* recipient Associate Professor of Gender & Women's Studies Sami Schalk and *2021 UW System P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People* recipient Gender & Sexuality Campus Center Assistant Director Katherine Charek Briggs.

Campus Climate/Hostile & Intimidating Behavior. In March, Ombuds Gery Essenmacher provided an overview of the Ombuds program and annual report for AY 2020-2021. Ombuds are confidential, independent, informal, and impartial. They do not receive reports of violations of university policy or unlawful behavior but rather offer a safe and confidential space to discuss workplace concerns, clarify issues, and consider options and resources to address concerns. In recent years, the number of visitors has increased. Many are referred by colleagues. CDCC members asked whether campus climate is worsening and whether the ombuds have seen evidence that faculty and staff with underrepresented or marginalized identities experience instances of hostile and intimidating behaviors at higher rates.

Campus Climate Survey. Assistant Vice Provost for Strategic Diversity, Equity and Inclusion Administration Anju Reejhsinghani and Associate Vice Chancellor Gabe Javier will co-chair the 2021 Campus Climate Survey Task Force, which will review data from the 2021 Campus Climate Survey between early May and late July, with findings to be presented to campus in late summer/early fall. Task force meetings will be hybrid, with both face-to-face and remote participation options. CDCC members Dietram Scheufele and Rose Hennessy Garza volunteered to serve.

DACA. CDCC values Dreamer students and employees, recognizes their important contributions, supports continuation of DACA until Congress acts to permit a pathway to citizenship for DACA recipients, and thanks International Division Dean Guido Podestá for preparing UW-Madison comments in response to the Department of Homeland Security Notice of Proposed Rulemaking (NPR) Docket Number USCIS -2021-0006 on Deferred Action on Childhood Arrival (DACA), sent via a letter to Andria Strano, Acting Chief Office of Policy and Strategy, Division of Humanitarian Services, U.S. Department of Homeland Security (29 November 2021).

Student Priorities. ASM Equity & Inclusion Committee priorities for AY 2020-2021 included:

1. Expansion of bias education/training for students, faculty, and staff, with student participation in decision-making for a new EID curriculum, a more UW-Madison-focused student EID curriculum, and development of implicit bias training for tenured and tenure-track faculty
2. Improved working conditions for students, led by a Student Workers' Rights Committee
3. More affordable student housing and improved renter education, in partnership with the Tenant Resource Center

4. Improved accessibility of campus transportation, with a focus on Route 80

UWPD Racial Equity Initiative. In November, UWPD Chief Kristen Roman and Executive Director of Recruitment, Diversity, & Inclusion Louis Macias described how UWPD is moving through phases identified in its [Racial Equity Initiative](#) and introduced a prototype [Equity Dashboard](#), envisioned as one among several tools to achieve transparency and build trust.

UWPD acknowledges the cumulative weight of historical and contemporary events and commits to co-define “equity in action” with community members. The dashboard will include a welcome video, information about UWPD, and data on the number of contacts and number of citations in several areas. Data will be updated quarterly. Data collection processes are reviewed by three separate [accreditation bodies](#) to ensure accuracy and integrity. UWPD welcomes questions and [feedback](#) as part of a continual improvement process.

The number of contacts will include calls for service and is expected to be large. Numbers of citations and arrests, use of force, and complaints are expected to be significantly smaller and decreasing across/through the dashboard view. There will be figures representing the highest proportion of UWPD activities and figures representing much smaller numbers of interactions that are of great interest and importance to our community, including mental health calls.

Viewers will be able to filter and quantify across quarters (combining all quarters into a calendar year), compare quarters (e.g., fall vs. spring), and review data year-over-year. It will be possible to view UWPD relative to Madison PD, with separate charts representing police activities on the UW-Madison campus and Madison PD activities in our greater Madison community. The dashboard will also show demographics of our campus community and demographics of greater Madison. UWPD anticipates the dashboard will help us understand issues of representation and disparate impacts.

CDCC asked about binary gender data in the prototype and expressed hope that UW-Madison will gain ability to understand disparate impacts for LGBTQ+ members of our university community. While neighboring Illinois and Minnesota already have non-binary gender categories in use, the Wisconsin Department of Transportation only uses binary gender information. The website will have a disclaimer.

III. Current and Future Issues and Areas of Effort

In 2022-2023, the committee will:

- Collaborate with DDEEA to evaluate the Fall 2022 Diversity Forum and plan 2023 Diversity Forum
- Address priorities identified by the committee in Fall 2022

IV. Committee Membership, 2021-2022

		<u>Member Since</u>	<u>Term Ends</u>
<u>Faculty:</u>			
Hala Ghouseini	Curriculum & Instruction	2021	2022
Lori Lopez	Communication Arts	2019	2023
Kristen Malecki (co-chair)	Population Health Sciences	2018	2022
Dietram Scheufele	Life Sciences Communication	2019	2024
<u>Academic Staff:</u>			
Elise Ahn	International Division	2019	2023
Claudia Guzmán	Multicultural Student Center	2021	2024
Tetyana Schneider (co-chair)	Ophthalmology and Visual Sciences	2018	2024
Liz Valentine	University Health Services	2017	2023
<u>University Staff:</u>			
Amanda Acosta	Emergency Medicine	SII	2023
Heidi Hakseth	Division of Diversity, Equity & Educational Achievement	2017	2023
Anthony Hang	Fiscal Affairs, SMPH	SII	2024
Adam Hills-Meyer	UW-Madison Information Technology	2020	SI
Micah Roberts	Emergency Medicine	SI	
Nick Thuot	Law School	2020	SI
Lexie Young	University Health Services	SII	2023
<u>Postdoc:</u>			
Rose Hennessy Garza	Family Medicine & Community Health	2021	2022
<u>Students:</u>			
Lindsey Kourafas	Undergraduate Student	2021	2022
Madisin Randolph	Undergraduate Student	2021	2022
Eyad Saleh	Undergraduate Student	2021	2022
Anjali Subramanian	Chair, ASM Equity & Inclusion Committee	2021	2022
<u>Community & Alum:</u>			
Gia Gallimore	Wisconsin Foundation & Alumni Association	2019	2025
Fabiola Hamden	Dane County Dept. of Human Services	SII	2025
Larry Jolón	Center for Leadership & Involvement	2019	SI
Oscar Mireles	Omega School	2019	SI
Jon Warner	Dane County Department of Waste & Renewables	SII	2025
<i>vacant</i>			
<u>Chief Diversity Officer (ex officio, non voting):</u>			
LaVar Charleston	Office of the Provost/DDEEA	2021	
<u>Administrative Support:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	2016	