

Resolution on Cultural Competency

We, the academic staff of UW-Madison, believing that a safe and creative environment is essential to fulfilling the mission of the university, hereby denounce bigotry and discrimination on our campus. Every act motivated by hate or bias, no matter how seemingly small, hurts our people—students, university staff, academic staff and faculty—and tarnishes the tradition for innovation, excellence, and altruism for which UW-Madison is world renowned.

Therefore, we resolve the following:

- To support comprehensive racial awareness and inclusion professional development for all academic staff;
- To commit to participate in such professional development on an ongoing basis;
- To support initiatives proposed by the Division of Diversity, Equity and Educational Achievement to change the culture on our campus; and
- To work closely with the leadership within our school, college, or division, each other as colleagues, students, university staff, and faculty to ensure that our teaching and our work, to the greatest extent possible, engages cultural competency, cultural humility, diversity, and inclusion.