



# OPENING MESSAGE FROM DEPUTY VICE CHANCELLOR



It is with pride and humility that I present the following Division of Diversity, Equity and Educational Achievement Strategic Priorities for 2018-2022. Here we present the goals and strategies for our work both as the guiding entity for campus-wide diversity and inclusion outcomes as specified by the UW–Madison Diversity Framework, as well as our intention to set a standard of performance and best practices that will establish the University of Wisconsin–Madison’s position among the nation’s top institutions in strategic leadership, transparency and organizational excellence.

UW–Madison has a long and proud history of honoring the Wisconsin Idea through its active and academic diversity work in all of its iterations, from diversity of thought and ideas to creating some of the most innovative talent recruitment and development scholarships in the nation. The Strategic Priorities are the latest in more than 50 years of an intentionally thoughtful process to make this institution — along with the education and services it offers — timely relevant and effective.

By embracing the ongoing nature of developing future global leaders, we also embrace the opportunity to learn by doing. We do this by accessing, evaluating and fine-tuning practices for the best outcomes.

The division operates within a supportive community of allies, organizations, advisors and supporters who are pivotal to the grassroots impact of all diversity efforts.

It is our long-term goal as a relatively young and growing administrative unit to inform, teach, improve and increase UW–Madison diversity across the board, provide opportunities for professional and personal growth, evolve academically and administratively to meet those challenges and, most importantly, be a respected example of success.

Patrick J. Sims

A handwritten signature in black ink, appearing to read 'Patrick J. Sims', written over a white background.

Deputy Vice Chancellor for Diversity & Inclusion  
Vice Provost & Elzie Higginbottom Professor  
Division of Diversity, Equity and Educational Achievement  
University of Wisconsin–Madison





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## **OUR MISSION:**

To lead, support and embody UW–Madison’s commitment to diversity, equity and educational excellence in principle and practice.

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## **OUR VISION:**

To create a UW–Madison community where everyone thrives personally and professionally in diverse and interconnected environments on campus and beyond.



### *Priority*

## **PROVIDE THOUGHT LEADERSHIP**

Advance the national conversation on diversity, equity and inclusion by using research to develop best practices and improve institutional strategies for recruiting, retaining and engaging students, faculty and staff.

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### *Strategy*

- Contribute to the public discourse about diversity, equity and inclusion at the campus, state and national levels.
- Take a leadership role in national forums so that UW–Madison actively contributes in shaping the development of diversity, equity and inclusion industry knowledge.
- Increase our research capacity to help inform best practices for recruitment and retention of students, faculty and staff equipping the university to better leverage diversity for creativity and innovation.
- Expand campus learning and growth opportunities through emerging leadership institutes that promote intercultural aptitude, succession planning, manager training, coaching and other forms of professional development.
- Contribute to the literature on diversity, equity and inclusion by sharing the successes at UW–Madison.
- Expand our annual Diversity Forum’s reach beyond the borders of Wisconsin through increased capacity and scope.



### *Priority*

## **FOSTER INSTITUTIONAL ENGAGEMENT**

Cultivate a culture of positive engagement with issues of diversity, equity and inclusion through professional development, structured incentives and capacity-building opportunities for students, faculty and staff.

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### *Strategy*

- Conduct a retreat for campus senior leadership to develop a shared vision for what a diverse, equitable and inclusive university should be.
- Promote faculty, staff and community engagement and interaction to establish UW–Madison as a great place to work.
- Increase the number of staff participants in learning communities that engage in diversity, equity and inclusion dialogue from three perspectives: self-to-self, self-to-others and self-to-system.
- Identify and implement employee diversity, equity and inclusion competencies and standardize them by title so they can be added to position vacancy listings.
- Increase student, staff and faculty awareness of the division's role within the university through new and sustained partnerships.
- Define measures to evaluate employees for diversity, equity and inclusion competencies as guidelines for annual performance reviews.





## *Priority*

# **DEVELOP THE NEXT GENERATION OF LEADERS**

Develop our capacity to cultivate the next generation of leaders who are equipped to respond to change and create sustainable solutions for promoting diversity, equity and inclusion in academia.

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## *Strategy*

- Model student program best practices to improve recruitment and retention of students from underrepresented groups so that they can thrive on our campus.
- Sustain a culture of excellence by promoting inclusive recruitment, hiring, onboarding and retention practices for faculty and staff.
- Expand diversity student internship programs to develop culturally competent and responsive graduates of UW–Madison.
- Improve the consistency and depth in our talent management practices by implementing a new performance management system and revised titling and compensation plans.



### *Priority*

## **CHRONICLE OUR COMMITMENT**

Play a prominent role in telling the story of UW–Madison’s commitment to diversity, equity and inclusion.

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### *Strategy*

- Implement unifying messaging strategies to increase awareness of the value of diversity at UW–Madison.
- Establish and expand our social media/digital footprint to improve constituency outreach and communication.
- Develop and enhance avenues for communicating divisional accomplishments alongside the university’s commitment to equity, diversity and inclusion.
- Evaluate current communication formats and mediums to improve dissemination and reach.

# ABOUT OUR STUDENT DIVERSITY PROGRAMS

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The Office of the Vice Provost and Chief Diversity Officer and its Division of Diversity, Equity and Educational Achievement is responsible for campus-wide diversity and houses several innovative scholarship and academic resource support programs. These groundbreaking programs are stimulating student achievement, fostering inclusivity, enriching the lives of all students, and contributing to the development of a well-rounded, diverse workforce that is fully prepared to lead in the 21st century economy.

## OUR UNITS:

### ACADEMIC PIPELINE & RECRUITMENT SCHOLARSHIP PROGRAMS

Center for Educational Opportunity  
Chancellor's and Powers-Knapp Scholarship Programs  
McNair Post-Baccalaureate Achievement Program  
Office of Multicultural Arts Initiative/First Wave  
Posse Program  
Precollege Enrichment Opportunity Program for Learning Excellence

### CAMPUS ENGAGEMENT & EDUCATIONAL OUTREACH

Academic Coaching and Tutoring Services  
Learning Communities for Institutional Change and Excellence  
Office of STEM Initiatives

### OFFICE OF THE VICE PROVOST & CHIEF DIVERSITY OFFICER

Administration  
Business Services  
Communications and Events  
Office for Equity and Diversity  
Research and Data Management

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Division of Diversity, Equity  
& Educational Achievement  
UNIVERSITY OF WISCONSIN-MADISON