
Campus Diversity and Climate Committee Annual Reports for 2013-2014, 2014-2015 and 2015-2016

Committee Functions

Faculty Policies and Procedures Chapter 6.27 specifies the functions of the Campus Climate and Diversity Committee (CDCC):

“This shared governance body advises the administration, the faculty, the staff, and the recognized student governance organization on campus diversity and climate policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.

1. Provides for faculty, staff and student participation in long-range planning.
2. Meets twice annually with the chancellor and provost to discuss policy and progress.
3. Hears periodic reports from the Vice Provost for Diversity and Climate/Chief Diversity Officer on the various initiatives undertaken by his/her office.
4. Hears reports from groups, units, programs and administrators.
5. 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.
6. Works collaboratively with the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
7. Makes policy recommendations.
8. Assists the administration in the preparation of annual reports to the UW System.
9. Reports annually to the Faculty Senate, Academic Staff Assembly, the recognized university staff governance body, and current student governance body.
10. Meets periodically with deans and directors to discuss policy and progress.
11. Coordinates the development of all campus-wide diversity plans with specific attention to assessment and resources.
12. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.

2013-2014 Current Issues or Concerns

The CDCC focused primarily on three issues throughout the academic year:

- The transition in the university’s diversity leadership with the appointment of Professor Patrick J. Sims as Interim Vice Provost & Chief Diversity Officer (VPCDO) to replace former incumbent Damon Williams;
- Preparations for the launch by the Ad Hoc Diversity Planning Committee of its diversity framework, *Forward Together* and the implementation of Framework recommendations; and
- The CDCC’s efforts to reorganize the committee structure and processes, to encourage and ensure members’ full participation.

Leadership Transition. As the Chancellor's Designee and co-chair of the CDCC, Interim VPCDO Patrick Sims called attention to the need to expand the definition of "diversity" to include ethnicity, socio-economic status, gender, sexual orientation and ideology. He also emphasized the importance of establishing transparency and accountability as hallmarks in conducting CDCC business. Throughout the year there was continued discussion about the relationship between the VPCDO and the committee

Launch of Diversity Framework. In November 2012, the university leadership had created the Ad Hoc Diversity Planning Committee (AHDPC), comprising representatives from campus governance groups of faculty, students, academic staff, and classified staff, campus leadership, as well as from the greater Madison community. Its purpose was to renew the university's efforts to achieve its goals of institutional diversity and a welcoming campus climate. In May 2014, the AHDPC released the Diversity Framework *Forward Together* as a successor plan to UW-Madison's Diversity Plan 2008 and a "living document" intended to be regularly examined, to ensure that recommended action steps are adaptable and adapted to changing environments and needs.

Acknowledging the CDCC as part of shared governance which assembled the charge to her committee, AHDPC co-chair Professor Ruth Litovsky provided regular updates on the committee's progress. She expressed the hope to be able to rely on expertise of the CDCC members in implementing framework recommendations, which focused on greater access to the university for citizens, fostering inclusion and climate, and building partnerships with state and individual partners. Specifically, Litovsky hoped to activate the expertise of CDCC members to facilitate campus and community listening sessions about the framework. Later in the year, Provost Paul DeLuca provided an overview of the recently-released Diversity Framework.

In response, the CDCC voted to meet every Wednesday, except during the week of spring break, to review the Diversity Framework which was then before the shared governance groups for approval and endorsement. CDCC members discussed how Sims and the committee could work together to implement the resulting diversity plan. They also discussed what role the CDCC would play vis-a-vis the AHDPC. Four members of the CDCC were appointed to liaise with AHDPC subcommittees, one for each subcommittee: Access/Innovation and Creativity; Climate and Culture; The Wisconsin Idea; and Accountability.

Reorganization of Committee Structure and Participation. Members discussed a change to the proposed amendment to FP&P 6.27 that would clarify that the CDCC works as a collaborative body not an oversight body, because FP&P grants the CDCC no oversight powers.

VPCDO Sims noted the meeting's low attendance. Members discussed steps to address the consistent lack of quorum at meetings. Those steps included allowing members to participate by phone; clearly communicating attendance expectations to members; contacting habitually absent members to find out why they've been absent and/or asking them to resign; and moving the meeting to a different week of the month or moving the time back to 3:30-5:30 p.m. Committee voted to change meeting time to 3-5pm.

Summary and Action Items

- The revisions to FP&P 6.27 resulted in the following:
 - Alignment of CDCC structure with other Chapter 6 Advisory committees—resulting in a faculty co-chair along with a second non-faculty co-chair
 - Expansion of the functions section from 8 points to 12 points (see page 1)
 - Revision to the functions section to acknowledge the committee’s collaborative role with the Vice Provost for Diversity and Climate/Chief Diversity Officer (VPCDO), specifically in planning the annual Diversity Forum, as well as a collaborative and coordinative role in the development of campus-wide diversity plans.
 - Changes to the CDCC structure included the transition of the VPCDO from the former designation as committee co-chair to ex officio membership as the Chancellor’s Designee. Interim VPCDO Sims assumed an ex-officio non-voting role at the end of 2014.

2014-2015 Current Issues or Concerns

These three issues comprised the CDCC’s primary concerns:

- Changes to the CDCC’s policy and procedures;
- Involvement and role in implementing the Diversity Framework recommendations; and
- Discussion and clarification of the committee’s role in planning the annual Diversity Forum.

Changes to policy and procedure. Committee members nominated Stephen Nakada to be co-chair, after VPCDO and co-chair Sims told the members that, as discussed in 2013-2014, Sims will become an ex officio member of the committee. Members also discussed a set of proposed amendments to FP&P 6.27, amendments that would change the role of the co-chairs and clarify the CDCC’s role vis-a-vis the VPCDO. The committee tabled Nakada’s nomination because VPCDO Sims had not heard from him since his nomination; Pam Oliver was thus elected faculty co-chair.

Involvement in Diversity Framework. Sims noted that the committee would need a co-chair, given that six subcommittees needed to finish work on helping implement the 18 recommendations contained in the Diversity Framework Implementation document. CDCC Diversity Framework subcommittees (Access/Innovation and Creativity; Climate and Culture; The Wisconsin Idea; and Accountability) met throughout the year to draft reports to be included in the 8 update sessions scheduled for April 2014. CDCC members reviewed reports from the subcommittees tasked with reporting on the 18 recommendations. Of note in the subcommittee reports include: discussion about how to enhance ethnic study courses; the mention of a UW-Madison community partnership center on South Park Street; whether the university’s commitment to diversity and inclusion was included in fundraising materials; and a discussion of the “Green Zone” analysis used by the Center for Academic Excellence to track the academic progress of DDEEA students.

CDCC's role in planning the Diversity Forum. Throughout the year, committee members discussed what role the CDCC should play in planning the Diversity Forum. Among the issues discussed were the fact many students and working people cannot attend the Forum because it occurs during the day; how to foster interactions between faculty, staff and students at the Forum; and communicating about the Forum in ways other than email because members of some communities don't have access to email. A DDEEA staff member told committee members that the fall Diversity Forum would take place over two days and feature a keynote speaker, a documentary film, and breakout sessions. Several members suggested topics for breakout sessions, including: holistic admissions best practices, unconscious bias, human resources design, and the ethnic studies course requirement. The CDCC also discussed the challenge of having the CDCC help plan the Diversity Forum given that the forum occurs in the fall but the CDCC only meets during the academic year (the bulk of Forum planning takes place in the summer).

Summary and Action Items

- The committee approved the set of proposed amendments to FP&P 6.27; the amendments change the leadership structure of the committee and create new operating procedures for the CDCC. Additionally, the committee voted to meet monthly.
- With regard to the Diversity Framework, the role of the CDCC in the implementation of the 18 initiatives became that of oversight instead of direct policy implementation.
- The collaboration between the DDEEA and the CDCC to create the Diversity Forum manifested primarily in the CDCC serving as an advisory body to suggest topics for the Forum's breakout sessions.

2015-2016 Current Issues or Concerns

The CDCC focused on four issues during the 2015-2016 academic year:

- Patrick J. Sims was appointed as permanent VPCDO as of 6 May 2015, thus changing his title from Interim.
- Continuing discussion and clarification of the committee's role in planning the annual Diversity Forum
- Role of CDCC in the improvement of campus climate; and
- Ongoing discussion of CDCC's purpose.

Appointment of Patrick J. Sims as VPCDO. Upon Sims's permanent appointment as VPCDO, he became responsible in a primary capacity for the implementation of the Diversity Framework. Thus, upon consultation with higher administration, he and DDEEA staff were charged with implementing Initiatives 1 (Development of a Campus Climate Survey) and 8 (Diversity Inventory Program) of the Affecting REEL Change Diversity Implementation document.

CDCC's role in planning the Diversity Forum. Committee members generated ideas about how to increase student attendance at the forum; ideas to do so included: moving the event to the spring and organizing large, attractive events at the start and the end of the two-day forum.

Role in improving campus climate. Members discussed helping provide ESL services for UW-Madison employees, helping gauge the effect of looming budget cuts, and working with the members of other committees on campus to coordinate diversity- and climate-related communication. They also, at the suggestion of VPCDO Sims, discussed appointing a subcommittee to address sexual assaults on campus. Committee members discussed how the CDCC could become a body that takes action to improve, instead of merely discussing, the campus climate. Two major issues identified were (1) what does the VPCDO need the committee to be working on? and (2) how can Wisconsin Foundation/Alumni Association effectively communicate with alumni of color? Committee members also discussed working collaboratively to draft a joint statement supporting institutional diversity during an upcoming meeting with the Equity and Diversity Committee and Minority and Disadvantaged Coordinators.

Members asked VPCDO Sims why the committee had no role in vetting 102 campus climate proposals submitted to the Chancellor in response to her call for such proposals in the wake of the aforementioned racist incidents.

CDCC's purpose. Newly elected university staff co-chair Ozzie Chen led a discussion of the committee's purpose. The discussion focused on the committee's role in helping plan the annual diversity forum, serving as a forum for the discussion of diversity- and climate-related topics, and helping the VPCDO. Committee members also discussed an upcoming meeting with Chancellor Blank and Provost Mangelsdorf.

The committee appointed a new faculty co-chair, Linda Oakley. Associate Provost for Diversity and Climate Ruby Paredes, an ex-officio member, reiterated to committee members that it was imperative the CDCC continue to coordinate hearings and presentations related to diversity and climate issues.

Summary and Action Items

- VPCDO Sims needed to focus much of his time on the Diversity Framework initiatives for implementation during the 2015-2016 academic year.
- The CDCC appointed a subcommittee to work on Diversity Forum planning with the DDEEA Production and Logistics Coordinator Traci Gaydos.
Committee members reviewed a draft institutional statement on diversity and offered suggestions for edits; additionally, the group approved a resolution in support of the university implementing recommendations by the AAU Sexual Assault Climate Survey Task Force.
- The committee unanimously approved a resolution strongly encouraging the Chancellor to fill the director of community relations position once it would be vacated by Everett Mitchell.
- For the first time in many years the Chancellor met with the CDCC on April 18, 2016. After a discussion about the role of the CDCC and a presentation about the history of the Wisconsin Idea, Chancellor Blank told committee members the committee's help would be greatly appreciated given the spate of racist incidents that had recently occurred on campus.

2013-2014 Membership

Name, Department / Affiliation

Chancellor's Designee

Patrick Sims (co-chair), Vice Provost and Chief Diversity Officer

Faculty

Marlys Macken, Linguistics
Timothy Shedd (co-chair), Engineering
Stephen Nakada, Urology

Academic Staff

Pa Her, L&S Center for Academic Excellenc
Carrie Kruse, College Library
Claudia Mosley, Center for Educational Opportunity
Maria Muniagurria, Economics

Classified Staff

Mary Czyszczak-Lyne, L&S Honors Program
Jason Josvai, Office of the VP for Diversity and Climate
Adin Palau, Office of Human Resources
John Peterson, Zoology

Students

Shenell Edwards
Courtney Jackson
Yanxin Jia
Emily Reich
Myriam Zary (alternate)

Community and Alumni Representatives

Mario Garcia Sierra
Jonathan Gramling
Linda Newman

Ex officio, non-voting

Lori Berquam, Dean of Students
Seema Kapani, Office for Equity and Diversity
Heidi Lang, Wisconsin Union
Sara Lazenby (designee), Academic Planning and Institutional Research
Ruby Paredes, Office of the Vice Provost for Diversity and Climate
Luis Piñero, Office for Equity and Diversity
M. Therese Ruzicka, Office of the Registrar

2014-2015 Membership

Chancellor's Designee

Patrick Sims, Vice Provost for Diversity and Climate

Faculty

Linda Oakley, Nursing
Pam Oliver (co-chair), Sociology
Stephen Nakada, Urology
Heidi-Lynn Ploeg, Mechanical Engineering

Academic Staff

Carrie Kruse, Library
Sir Williams, Law School
Claudia Mosley, Center for Education Opportunity
Erin Carrillo, Library

Classified Staff

Mary Czyszczak-Lyne, L&S/Honors Program
Jason Josvai, Diversity and Climate Programs
Hector Herrera, Operations
Ozzyie Chen, DoIT

Students

Afeni Grace
Sejung Ham
Craig Hase
Hannah Kinsella

Ex officio, non-voting

Lori Berquam, Dean of Students
Seema Kapani, Office for Equity and Diversity
Heidi Lang, Wisconsin Union
Sara Lazenby (designee), Academic Planning and Institutional Research
Ruby Paredes, Office of the Provost
Luis Piñero, Office for Equity and Diversity
M. Therese Ruzicka, Office of the Registrar

2015-2016 Membership

Chancellor's Designee

Patrick Sims (co-chair), Vice Provost for Diversity and Climate

Faculty

Linda Oakley, Nursing
Pam Oliver (co-chair), Sociology
Heidi-Lynn Ploeg, Mechanical Engineering
James Shull, Oncology

Academic Staff

Dan Timm, Kinesiology
Sir Williams, Law School
Claudia Mosley, Center for Education Opportunity
Erin Carrillo, Library

Classified Staff

Ozzyie Chen, DoIT
Mary Czyszczak-Lyne, L&S/Honors Program
Hector Herrera, Operations
Kevin Hoblit, Housing
Kurt Kuehne, L&S/Student Affairs

Students

Alexandra Chesney
Afeni Grace
Craig Hase
Jeung Bok Homquist
Huong Tran
Alexandra Yang

Ex officio, non-voting

Kirk Anderson, Educational Policy Studies
Lori Berquam, Dean of Students
Jacqueline DeWalt, Div. of Diversity, Equity & Educational Achievement
Paula Gates, Office of the Registrar
Traci Gaydos, Div. of Diversity, Equity & Educational Achievement
Sarah Hagedon, Office of the Registrar
Margaret Harrigan, Academic Planning & Institutional Research
Carl Hampton, Div. of Diversity, Equity & Educational Achievement
Lynnsey Jones, Div. of Diversity, Equity & Educational Achievement
Seema Kapani, Office for Equity and Diversity
Heidi Lang, Wisconsin Union
Sara Lazenby (designee), Academic Planning and Institutional Research
Rex Loehe, Div. of Diversity, Equity & Educational Achievement
Ruby Paredes, Div. of Diversity, Equity & Educational Achievement
Luis Piñero, Office for Equity and Diversity
Jacqui Scott-Papke, Div. of Diversity, Equity & Educational Achievement
Lindsey Stoddard-Cameron, Office of the Secretary of the Faculty
Argyle Wade, Dean of Students

Community and Alumni Representatives

Jonathan Gramling
Linda Newman