



State of Diversity and Inclusion Faculty Senate March 5, 2018



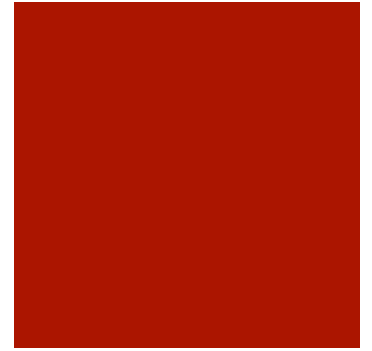
DIVISION OF

Diversity, Equity &
Educational Achievement

OFFICE OF THE VICE PROVOST
UNIVERSITY OF WISCONSIN-MADISON

Patrick J. Sims
Vice Provost and Chief Diversity Officer

Today's goals:



- Provide information on efforts and activities within the Division of Diversity, Equity and Educational Achievement (DDEEA).
- Share results and next steps of first ever Campus Climate Survey results

DDEEA Goals

UW-Madison to become a national thought leader in fostering diversity, equity, and inclusion in higher education through active participation of all constituents of the UW-Madison community.

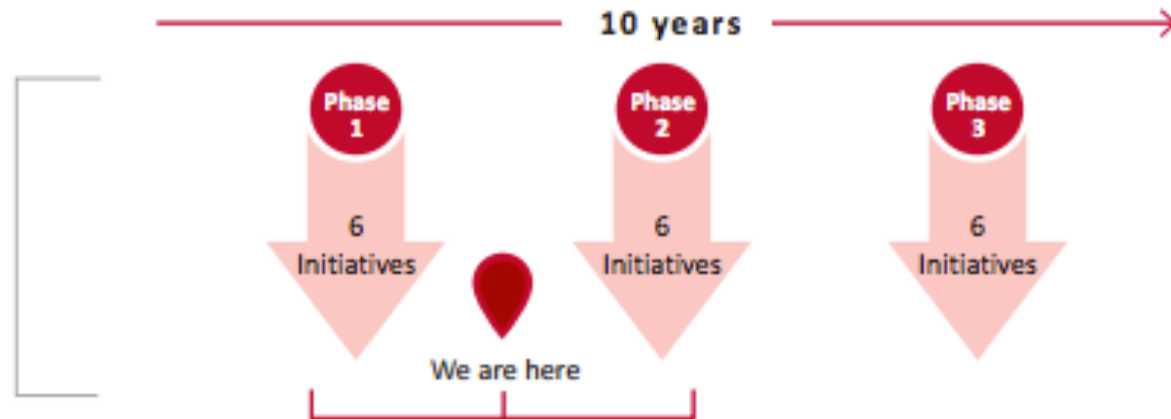
- Become better stewards of our resources
- Strengthen relationships with our campus partners and fully engage in the shared governance process.



IMPLEMENTATION TIMELINE

18 initiatives were identified to be implemented in three phases within a 10-year period. **In the first phase, initiatives that have already begun and those deemed “high priority” will be implemented.** In the second phase, additional initiatives which are important yet need further resources (i.e., time, financial investment) to fully develop will be put into place. In the third phase the remaining initiatives will come to fruition.

**Where we are
in the Process:**



UW Madison is working to improve campus climate.

Campus Climate Survey



- Fall of 2016, more than 8,000 students answered campus climate survey—first time such data attained.
- Task force met last spring and summer to analyze results
- Results and recommendations for action released November 1.

Survey Methodology

Emails sent to 41,956 students

- 8,652 (21% of eligible students) completed the survey
- Multiple choice and open-ended questions included



Students who completed the survey were similar to the overall UW-Madison student population demographics

| Summary of Key Findings

- Most students report a positive campus climate.
- Historically underrepresented and disadvantaged groups report a less positive campus climate, particularly:
 - Students of Color
 - Trans/non-binary students
 - LGBTQ students
 - Students with a disability

Key campus
initiatives
already
underway

Diversity Liaison Project: 3 to 5 faculty or academic staff to implement best practices in classroom.

The Discussion Project: began this fall to help faculty and academic staff members facilitate high-quality classroom discussion to engage all students

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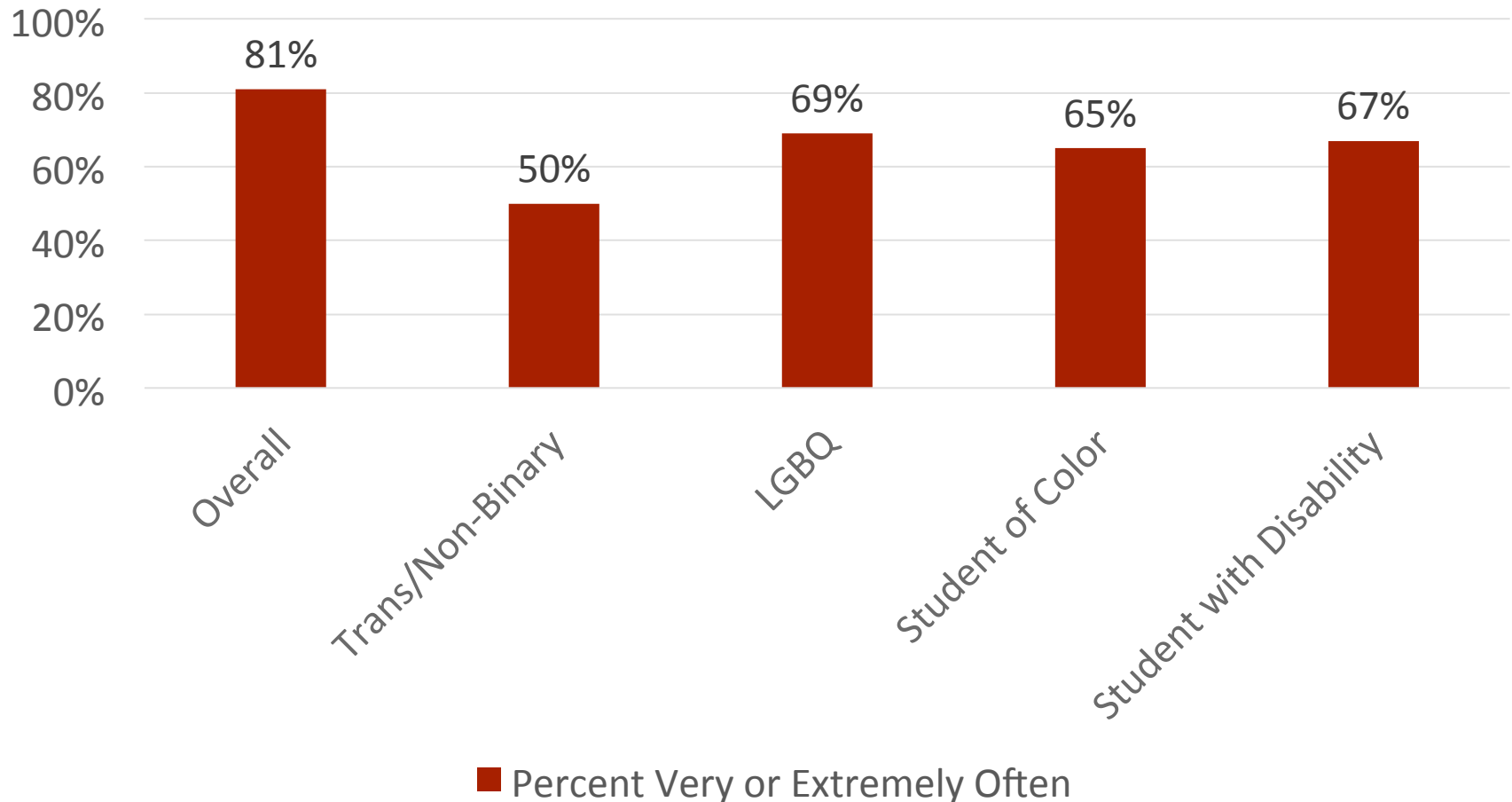
Our Wisconsin: expanded to 7,000 students this fall, up from 1,000 its pilot year

Bias response and advocacy coordinator: oversees the university's Bias Reporting Process

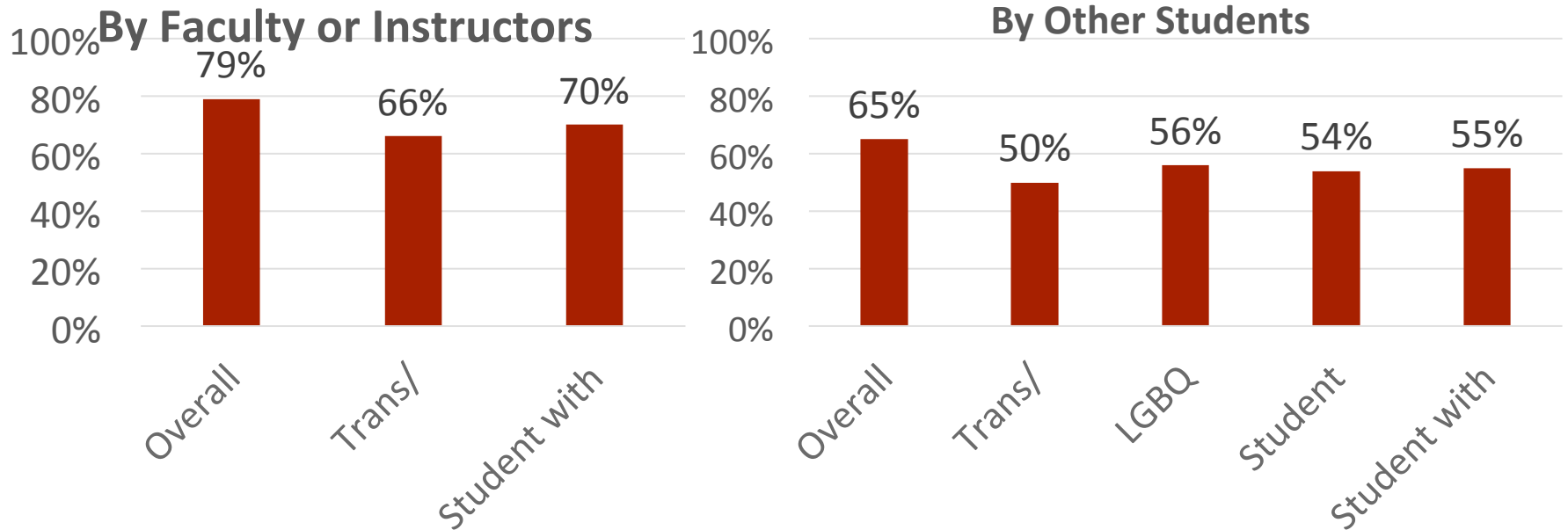
Results from the survey validate the importance of this work.

LET'S QUICKLY REVIEW THE RESULTS.

Thinking about this semester on campus, how often do you feel welcome?

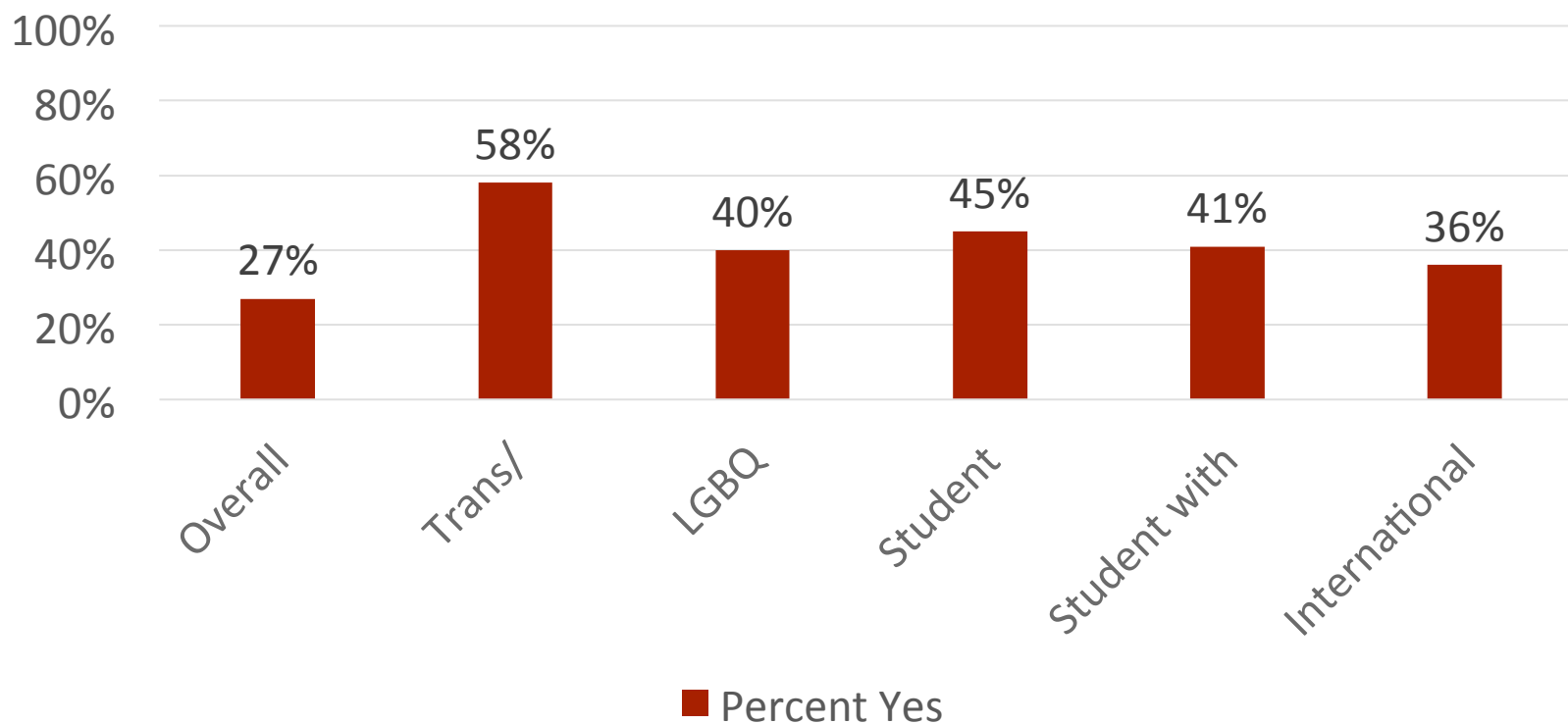


How much do you feel your comments and questions are respected in your classes?

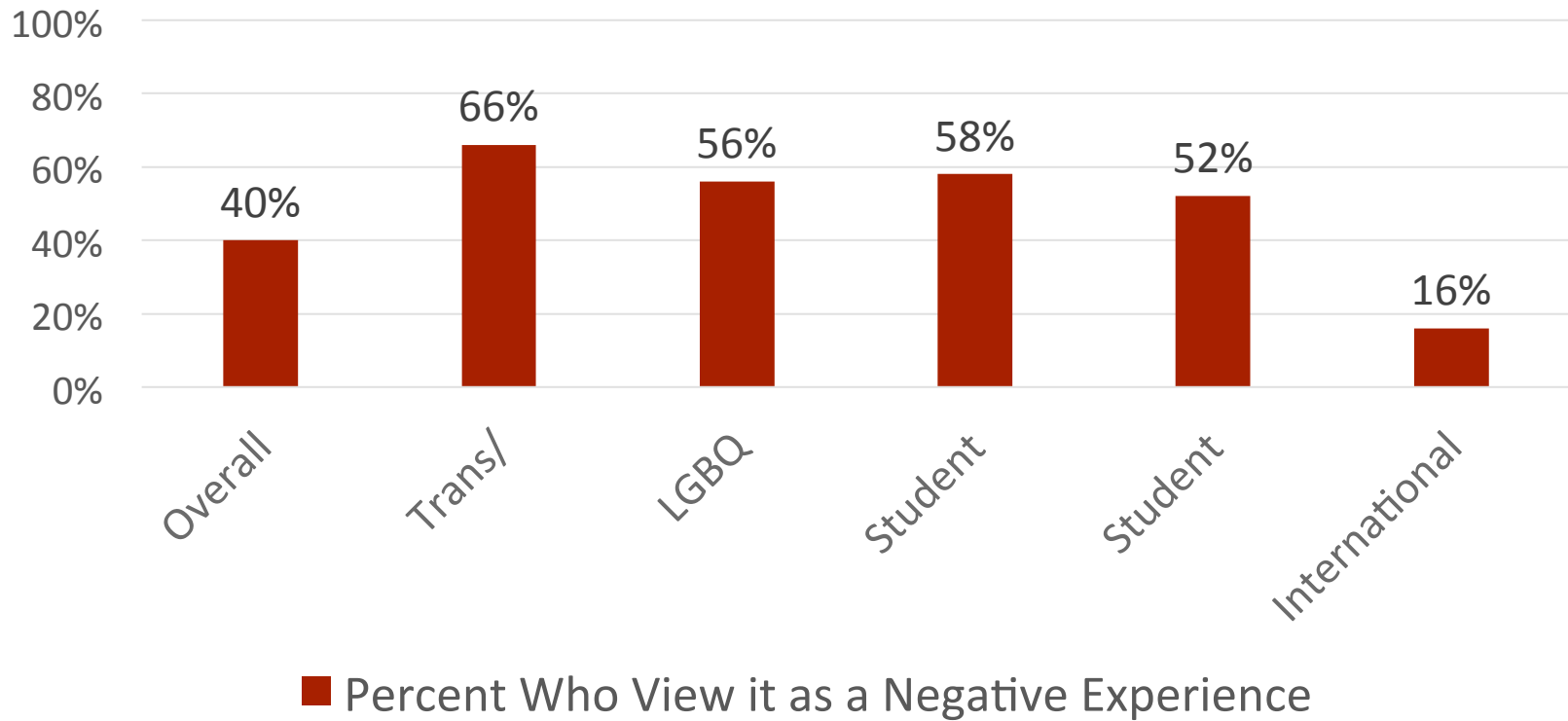


Percent very or extremely respected

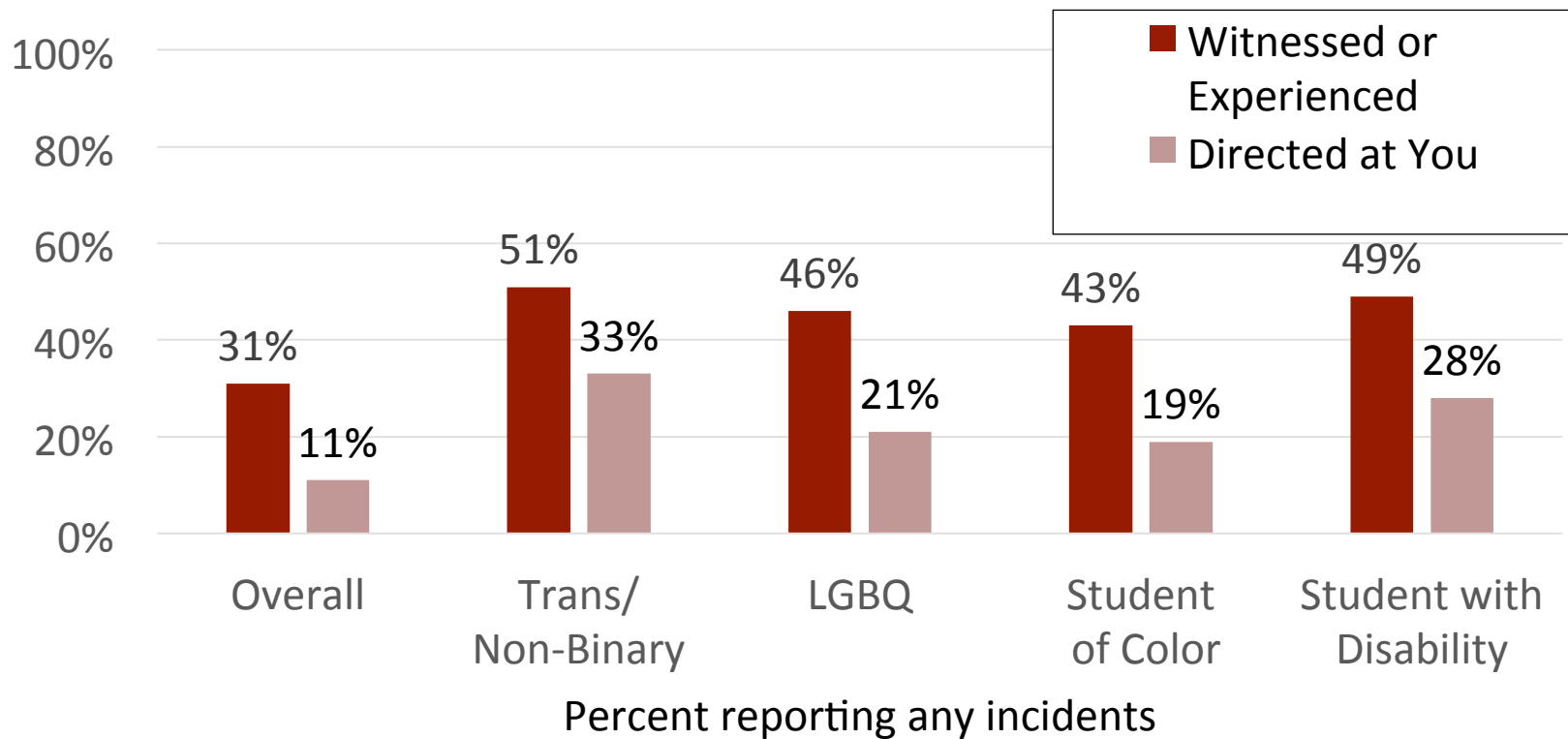
Ever feel expected to represent your identity in class?



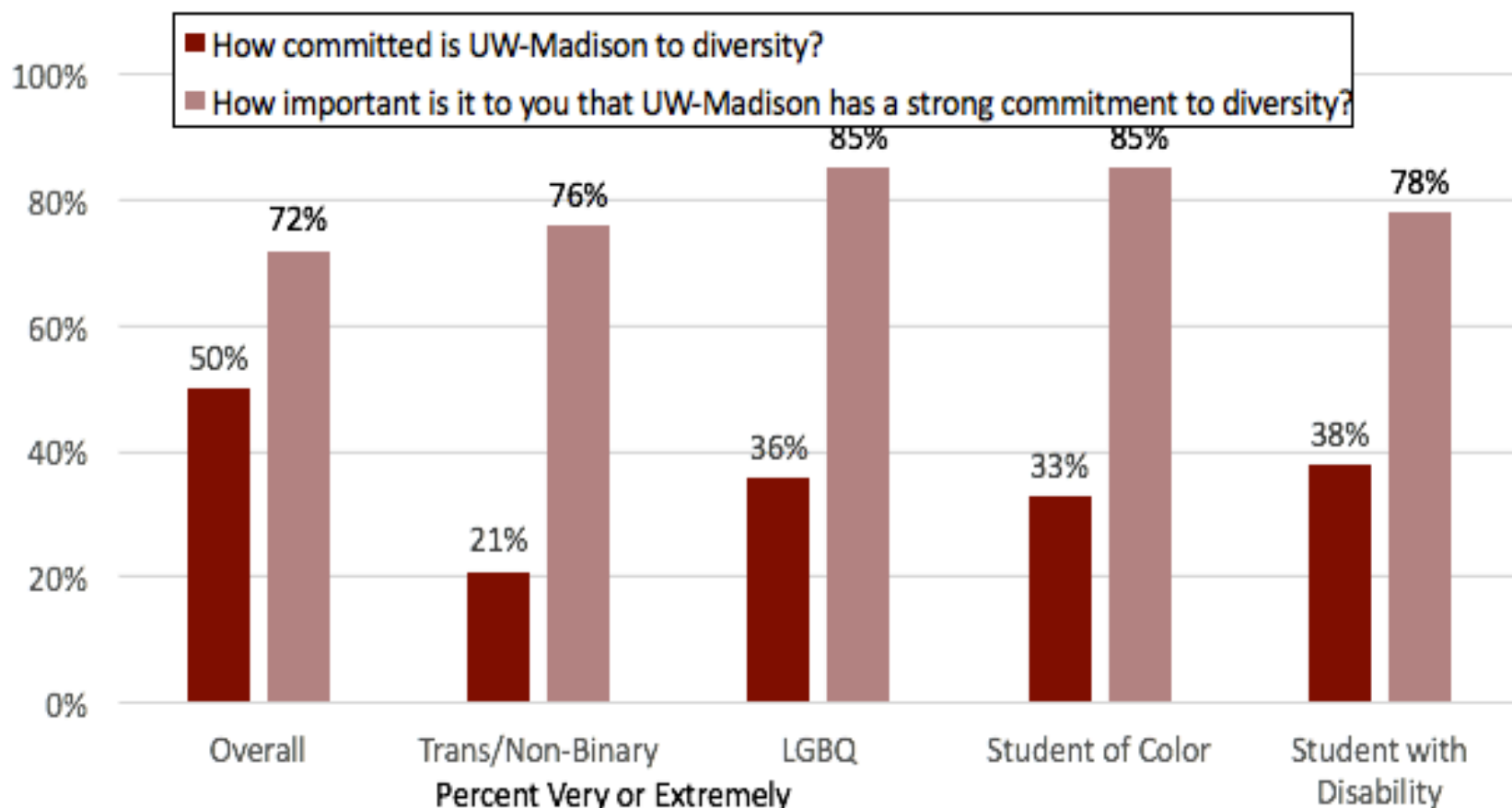
How do you feel about being expected to represent your identity in class?



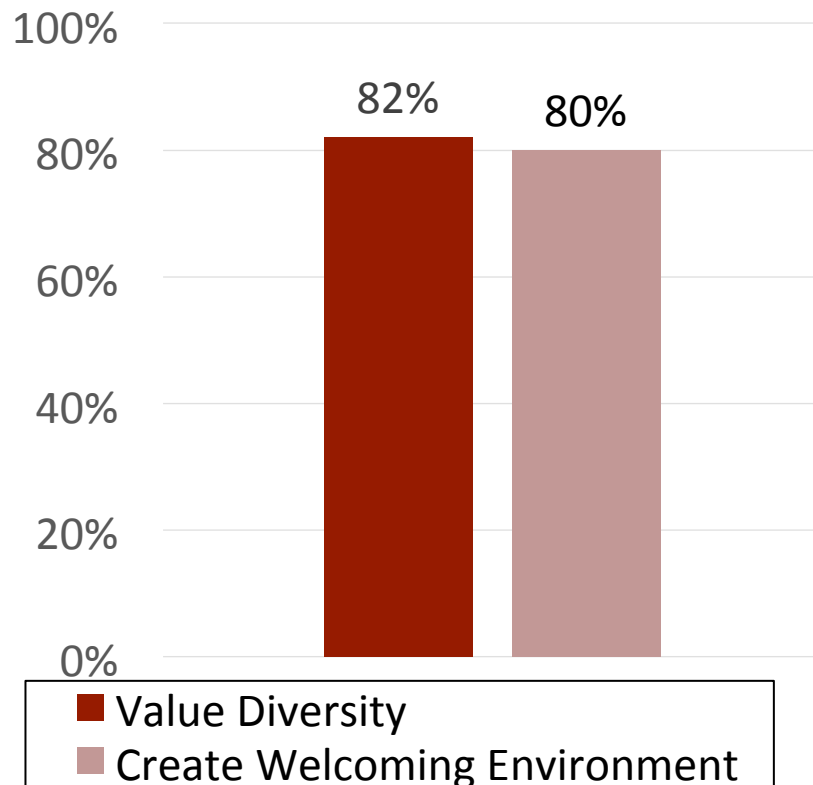
Incidents of hostile, harassing, or intimidating behavior



UW-Madison commitment to diversity



Valuing diversity and inclusion



- How important is valuing diversity to one's future success? (% very or extremely important)
- How often do you try to create a welcoming environment for other students here at UW-Madison? (% very or extremely often)

Task Force Goals and Recommendations

Ensure	inclusive learning environments
Increase	campus safety for all members of the UW-Madison community
Improve	institutional responses to incidents of hate and bias that promptly communicate a clear commitment to diversity and inclusion

Task Force Goals and Recommendations

Increase

the number of faculty, staff and students from underrepresented groups

Promote

our shared value of diversity and inclusion

Task Force Goals and Recommendations

Increase

capacity of students, faculty and staff to respond effectively to hostile, harassing or intimidating behavior

Promote

dialogue across differences to emphasize mutual respect and understanding



Continuing our efforts:

Developing Diversity Inventory Project

- In February of 2017, launched database to capture all diversity programming and efforts at UW-Madison.
- Active, web-based real-time, accessible system to help catalog and manage an inventory of campus diversity initiatives.

Continue the Conversation

Spring 2018 Forums

March 12 Union South 6:30PM

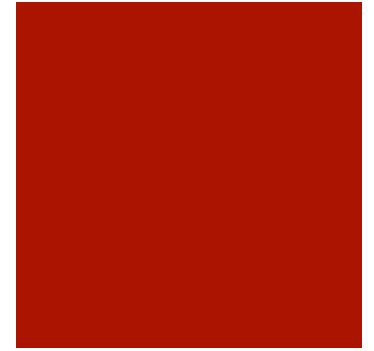
Chance for students, faculty and staff to review report and discuss next steps with task force members

Shared Governance Review of Survey Spring 2018

University Staff Congress, Faculty Senate, Academic Staff Assembly and Associated Students of Madison.

Next Steps

- Engage Shared Governance on Discussion and Next Steps
- Continue with REEL Change Implementation
- Use Diversity Inventory Program (DIP) to begin Assessment of Current Diversity Efforts
- Learn where the Leverage Points are to Create an Inclusive Campus Environment for all.



Learn more about our work:

Visit <https://diversity.wisc.edu/>

[https://campusclimate.wisc.edu/](https://campusclimate.wisc.edu/Initiatives/)
[Initiatives/](https://campusclimate.wisc.edu/Initiatives/)

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