

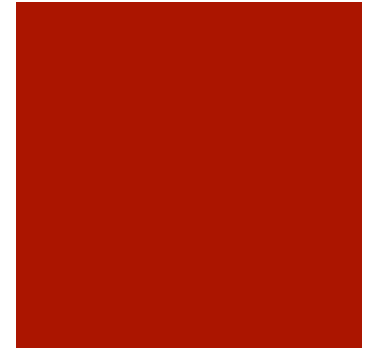


AFFECTING R.E.E.L. CHANGE

RETAIN. EQUIP. ENGAGE. LEAD.

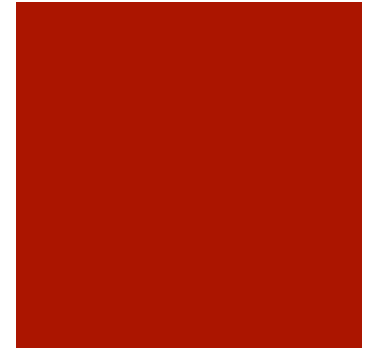
FOR DIVERSITY & INCLUSION

WHAT IS THE “DIVERSITY FRAMEWORK”?



- The Diversity Framework is a working document that was conceived to ensure that recommended action steps regarding diversity, inclusion and climate are put into place on the UW-Madison campus, to provide a truly welcoming environment for all.

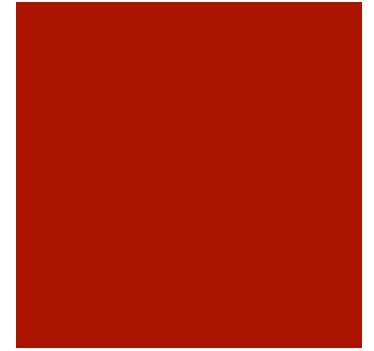
WHY HAVE A “DIVERSITY FRAMEWORK”?



“The University of Wisconsin-Madison will be a model public university in the 21st century, serving as a resource to the public and working to enhance the quality of life in the state, the nation, and the world.”

-- Strategic Framework,
UW-Madison

DIVERSITY FRAMEWORK GOALS



Goal 1

- Promote shared values of diversity and inclusion.

Goal 2

- Improve coordination of campus diversity planning.

Goal 3

- Engage the campus leadership for diversity and inclusion.

Goal 4

- Improve institutional access through effective recruitment of diverse students, faculty, staff and through effective relationship building with the wider community.

Goal 5

- Improve institutional success through improved retention.

IMPLEMENTATION PLAN FOR R.E.E.L. CHANGE

Retain.

- Improve institutional success through improved retention **(Goal 5)**
- Improve institutional access through effective recruitment of diverse students, faculty, staff and through effective relationship building with the wider community **(Goal 4)**

Equip.

- Improve coordination of campus diversity planning **(Goal 2)**

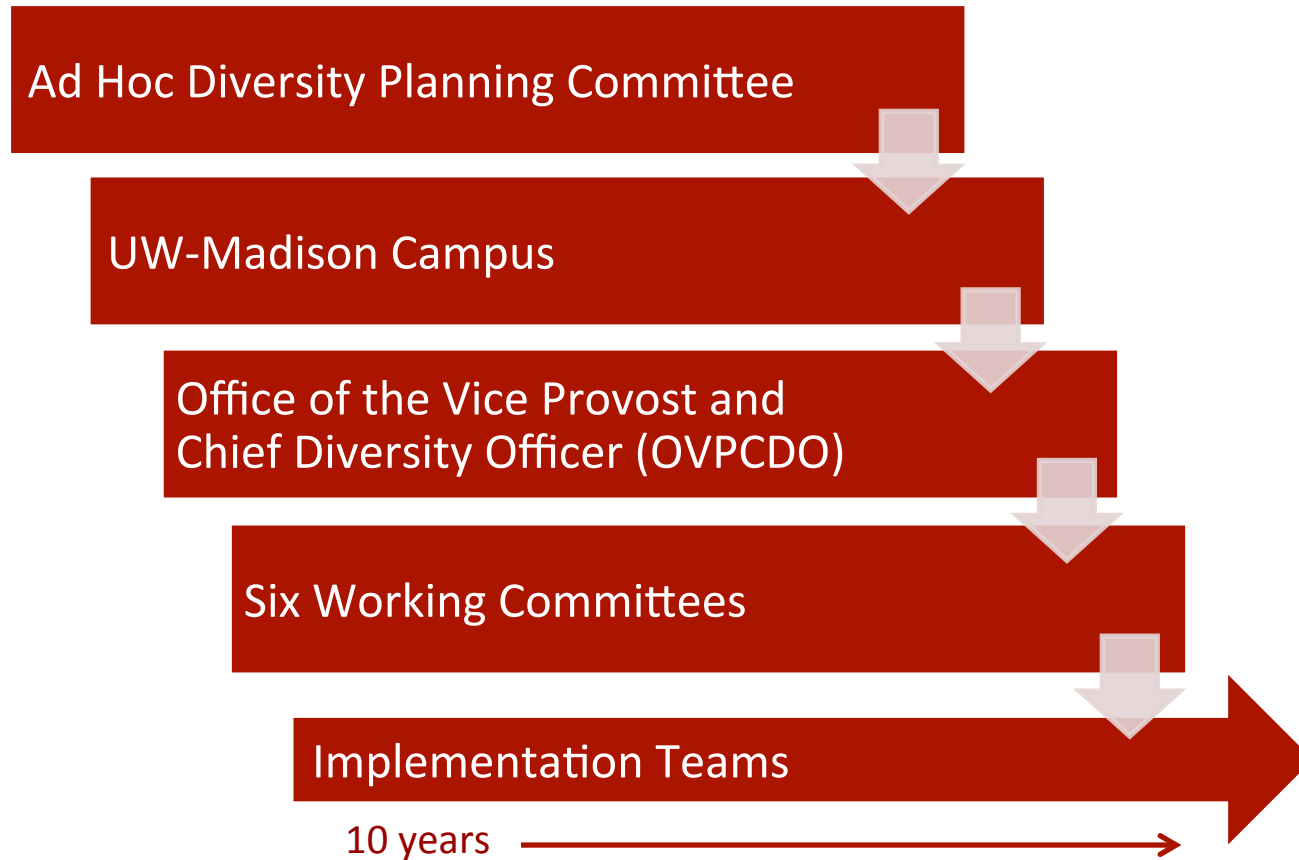
Engage.

- Promote shared values of diversity and inclusion **(Goal 1)**

Lead.

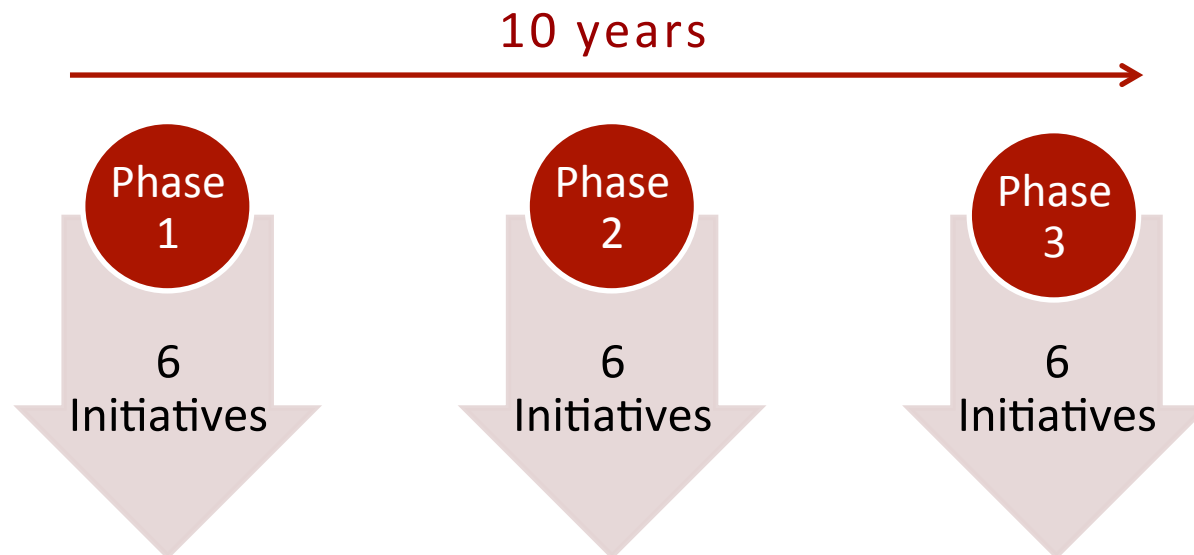
- Engage the campus leadership for diversity and inclusion **(Goal 3)**

DIVERSITY PLAN TIMELINE



IMPLEMENTATION TIMELINE

Initiatives will 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.



RETAIN

Goal 5: Improve institutional success through improved retention.

RETAIN

Impact: Greater access to knowledge of promising practices that lead to culturally competent decision-making processes and increased retention of diverse faculty, staff and students.

- **Initiative 1:** Assess and improve the quality of interactions affecting retention of diverse faculty, staff and students, with an emphasis on how these experiences vary by demographic group. A core set of questions related to climate will be developed in partnership with Academic Planning and Institutional Research (APIR), Office of Quality Improvement (OQI) and UW-Madison Survey Center to determine a baseline of student, faculty, and staff experiences. Data will be collected via surveys that examine variables, i.e. workplace satisfaction, campus climate and cultural awareness.
- **Measure:** Improvement in campus climate based on regularly distributed surveys once every 2 or 3 years. After the initial distribution, later surveys will be distributed campus-wide on a regular basis to continually assess climate.
- **Phase 3**
- **In Progress, NEW!**

RETAIN

Impact: *Greater access to knowledge of promising practices that lead to culturally competent decision-making processes and greater retention of diverse faculty, staff and students.*

- **Initiative 2:** Retain and recruit diverse faculty by strongly encouraging and expanding the use of recruitment and retention funds per the Strategic Hiring and Faculty Diversification Initiatives.
- **Measure:** Increased percentage of those recruited through the Strategic Hiring Initiatives and improved retention rates of diverse faculty 6 years after initial hire.
- **Phase 2**
- **In Progress**

RETAIN

Impact: *Greater access to knowledge of promising practices that lead to culturally competent decision-making processes and greater retention of diverse faculty, staff and students.*

- **Initiative 3:** Deploy Green Zone and comprehensive data analysis to identify solutions to close the six-year graduation gap. The Green Zone is defined by a student achieving 54 credits by the end of one's sophomore year and achieving a GPA of 2.5 or better; these factors combined greatly improve the likelihood that a student will graduate within six years.
- **Measures:** 1) Consistent increase of students in the Green Zone coupled with a decrease of students in Red and Yellow Zones. 2) Expand, increase utilization, and improve satisfaction of the learning centers in Physics, Chemistry, Math, Business, Engineering, and Statistics.
- **Phase 1-2**
- **In Progress, Expanded**

RETAIN

Goal 4: Improve institutional access through effective recruitment of diverse students, faculty, staff and through effective relationship building with the wider community.

RETAIN

Impact: Stronger and increased engagement between UW-Madison and the community.

- **Initiative 4:** Retain and strengthen relationships between campus and community organizations to promote partnerships and culturally inclusive practices.
- **Measures:** 1) Gauge success and impact of community partnerships designed to close the opportunity gap (i.e. pre-college pipeline programs which lead to greater educational attainment). 2) Actionable outcomes of collaboration with Wisconsin Center for Education Research (WCER) and the UW-Madison Opportunity Gap Working Committee. 3) Improved quality of the interactions between the community and Community Partnerships and Outreach Staff network. 4) Increase in internship and job placement opportunities. 5) Increase in recognition and support for non-traditional students, i.e. veterans and transfer students.
- **Phase 1-2**
- **In Progress**

EQUIP

Goal 2: Improve
coordination of campus
diversity planning.

EQUIP

Impact: *Improved communication about diversity through clear and consistent messaging.*

- **Initiative 5:** Strategically engage campus and the broader community by establishing and integrating a consistent message about diversity and inclusion throughout all forms of internal and external campus communication.
- **Measures:** Increased campus awareness of the institutional vision and commitment to diversity.
- **Phase 1**
- **In Progress, NEW!**

EQUIP

Impact: *Improved communication about diversity through clear and consistent messaging.*

- **Initiative 6:** Designate diversity and inclusion as strategic priorities for fundraising purposes.
- **Measures:** 1) Elimination of the \$45M gap in need-based aid. 2) Increased giving and financial aid for first-generation, low-income and targeted minority students.
- **Phase 1**
- **NEW!**

EQUIP

Impact: *Improved communication about diversity through clear and consistent messaging.*

- **Initiative 7:** Equip the various campus-wide diversity-related committees by strengthening the coordination and collaboration of their efforts. These committees include the Chairs of Equity and Diversity Committees, Minority and Disadvantaged Coordinators, Campus Diversity and Climate Committee, Committee on Women in the University, GLBT Issues Committee, Committee on Access and Accommodations in Instruction, and Disabilities Accommodation Advisory Committee.
- **Measures:** 1) Improved coordination of activities that have significant overlap. 2) Stronger correlation between committee efforts and recommendations and their impact on campus policies related to diversity and inclusion.
- **Phase 1**
- **In Progress**

EQUIP

Impact: *Improved communication about diversity through clear and consistent messaging.*

- **Initiative 8:** Equip campus with an online database of UW-Madison diversity resources. Hire an external evaluation team to assist in conducting “diversity mapping” to create an overview of campus activities and how the campus advances diversity goals across units.
- **Measures:** 1) Improvement and increased utilization of the Diversity Inventory Project (DIP). 2) Creation of a successful mapping tool of diversity efforts and resources on campus, resulting in an annual campus-wide report documenting objectives, goals, outcomes, and resource allocations such as Full Time Employees (FTE) and fiscal expenditures.
- **Phase 2-3**
- **In Progress, NEW!**

EQUIP

Impact: *Improved communication about diversity through clear and consistent messaging.*

- **Initiative 9:** Equip and enhance campus-wide STEM success through increased coordination and support for broader STEM initiatives, such as High Impact Learning Practices, student advising, and STEM conferences.
- **Measures:** 1) An increase in the number of targeted minority, underrepresented minority, first-generation, and female students who intend, declare, and graduate in STEM fields. 2) Greater coordination between WISCIENCE, DDEEA STEM Initiatives, and Campus Learning Centers.
- **Phase 2**
- **In Progress, NEW!**

EQUIP

Impact: *An increased skill set and knowledge base of biases and other social factors that affect campus climate.*

- **Initiative 10:** Equip hiring managers by providing diversity and inclusion competency training to all individuals involved in campus hiring processes.
- **Measure:** A notable increase in the diversity of applicant pools.
- **Phase 2**
- **In Progress, Expanded**

EQUIP

Impact: An increased skill set and knowledge base of biases and other social factors that affect campus climate.

- **Initiative 11:** Equip faculty, staff, and teaching assistants with professional development programming regarding evidence-based, student-centered, inclusive teaching practices.
- **Measures:** 1) Increased percentage of faculty, especially those at the rank of associate and full, who participate in this professional development. 2) Pre- and post-surveys that reflect how instructors self-report the inclusiveness of their teaching practices. 3) An increase in student satisfaction with regard to classroom experiences reported in surveys.
- **Phase 2-3**
- **In Progress, Expanded**

ENGAGE

Goal 1: Promote shared values of diversity and inclusion.

ENGAGE

Impact: Improvement in campus climate and authentic engagement with campus diversity and inclusion efforts.

- **Initiative 12:** Engage all campus units to standardize the practice of including specific goals for diversity in their strategic planning (i.e. Recruitment and Retention, Equitable Access, Climate and Engagement, Equitable Treatment, and Individual Capacity Building).
- **Measures:** 1) Percentage of campus units that participate will be 100% within 5 years. 2) Regular self-assessment of the impact and outcomes of stated strategic priorities.
- **Phase 1-2**
- **NEW!**

ENGAGE

Impact: *Improvement in campus climate and authentic engagement with campus diversity and inclusion efforts.*

- **Initiative 13:** Engage students to complete their Ethnic Studies Requirement (ESR) within the first 60 academic credits and increase support for instructors of ESR courses.
- **Measures:** 1) Increase in the completion rate of ESR for undergraduates within their first 60 credits. 2) An increase in the number of lower-level ESR courses offered over the course of a 6-year period.
- **Phase 1**
- **In Progress, NEW!**

ENGAGE

Impact: Improvement in campus climate and authentic engagement with campus diversity and inclusion efforts.

- **Initiative 14:** Engage and incentivize faculty, instructors and students to expand learning opportunities that complement the Ethnic Studies Requirement, through multiple one-credit experiences offered in collaboration with University Housing, Multicultural Student Center, LGBT Center, Counseling Psychology, Sociology and Anthropology.
- **Measures:** 1) An increase in the number of students who participate in the one-credit option. 2) An increase in the quality and number of courses and learning experiences.
- **Phase 2**
- **NEW!**

ENGAGE

Impact: *Improvement in campus climate and authentic engagement with campus diversity and inclusion efforts.*

- **Initiative 15:** Engage faculty and academic staff by encouraging and supporting the implementation of criterion-referenced learning.
- **Measures:** 1) Degree to which students report higher satisfaction in classes that have greater criterion-referenced focus as compared to those using norm-referenced grading. 2) Based on their experience in classes that employ a criterion-referenced approach, students report greater mastery of course content utilized in subsequent courses, programs and majors.
- **Phase 3**
- **NEW!**

ENGAGE

Impact: Improvement in campus climate and authentic engagement with campus diversity and inclusion efforts.

- **Initiative 16:** Engage the broader campus community through strengthened partnerships between the annual Diversity Forum and other campus-wide programming such as the Teaching and Learning Symposium; Engagement, Inclusion and Diversity (EID) Initiative; and Showcase.
- **Measures:** 1) Increased participation of faculty, staff, and students in the Diversity Forum. 2) Increased participation in LCICE (Learning Communities for Institutional Change and Excellence) of faculty, staff and students. 3) An improvement in the quality of campus climate.
- **Phase 1-3**
- **In Progress, NEW!**



LEAD

Goal 3: Engage the
campus leadership for
diversity and inclusion.

LEAD

Impact: UW-Madison is a leader in the state and nation in fostering diversity, equity, and inclusion through active participation of all constituents of the UW-Madison community.

- **Initiative 17:** Identify current diversity and inclusion-related professional development opportunities. Evaluate the efficacy, identify unmet needs, and build individual and organizational capacities (i.e. WISELI, LCICE, OHRD, etc.).
- **Measures:** 1) Increased participation in these training experiences. 2) Degree to which this training has an impact on decision-making processes. 3) Strong alignment with Engagement, Inclusion and Diversity (EID) initiatives.
- **Phase 2-3**
- **In Progress, NEW!**

LEAD

Impact: UW-Madison is a leader in the state and nation in fostering diversity, equity, and inclusion through active participation of all constituents of the UW-Madison community.

- **Initiative 18:** Lead by becoming the premiere institution in the CIC (Committee on Institutional Cooperation) that promotes and utilizes promising practices, such as the Diversity Scorecard or diversity commitment statements, that underscore diversity and inclusion as core values of UW-Madison.
- **Measures:** 1) After a baseline is established, an improved grade or score by 2020 will be achieved. 2) More research on diversity and inclusion in higher education produced than any of our peers in the CIC. 3) Greater synergy among diversity efforts campus-wide. 4) Improved campus climate. 5) Greater recruitment and retention of diverse faculty, staff and students.
- **Phase 3**
- **In Progress, NEW!**

RETAIN. EQUIP. ENGAGE. LEAD.



“The University of Wisconsin-Madison will be a model public university in the 21st century, serving as a resource to the public and working to enhance the quality of life in the state, the nation, and the world.”

-- Campus Strategic Framework,
UW-Madison



AFFECTING
R.E.E.L.CHANGE
RETAIN. EQUIP. ENGAGE. LEAD.
FOR DIVERSITY & INCLUSION

QUESTIONS?