



# CAMPUS CLIMATE PROGRESS REPORT – FALL 2019

***UW–Madison is committed to creating a welcoming environment that enables all students, faculty and staff to thrive. Individuals and groups from across campus have embraced this challenge and devoted significant time and energy to moving the campus forward. These efforts build on the campus Diversity Framework and its implementation plan, R.E.E.L. Change.***

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**Here's some of what we've accomplished this spring and summer with our Diversity Framework goals in mind:**

**NATIVE NATIONS WORKING GROUP:** In May, UW–Madison officials and representatives from the 12 Native Nations of Wisconsin met for a day of discussion about new and ongoing partnerships. At a June ceremony, leaders of UW–Madison and the Ho-Chunk Nation dedicated a heritage marker on Bascom Hill that recognizes the land as the ancestral home of the Ho-Chunk. The marker, titled “Our Shared Heritage,” acknowledges the Ho-Chunk’s forced removal from the land. The plaque’s message will be integrated into the university’s teaching and learning. Additionally, the university is in the process of hiring its first director of tribal relations to work with Native Nations in Wisconsin to identify areas of collaboration with the university.

*Diversity Framework Goal 1: Promote shared values of diversity and inclusion. Diversity Framework Goal 2: Improve coordination of campus diversity planning.*

**RECRUITMENT AND RETENTION:** The Target of Opportunity Program (TOP), begun in 2018, made great strides its first year in recruiting faculty from underrepresented groups. TOP is a new component of the broader Faculty Diversity Initiative. TOP provides departments with increased financial support from the central administration to pursue and hire outstanding individuals. So far, the Office of the Provost has approved 42 recruitment proposals from colleges and schools across campus. The 42 proposals have led to 30 offers, of which 15 have been accepted and seven are pending.

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

**PROFESSIONAL DEVELOPMENT:** Four faculty members were chosen in May as the second cohort of diversity liaisons through the Diversity Liaison Project. Liaisons are compensated by the university to plan and organize workshops for other faculty and instructional academic staff around topics related to diversity, equity and inclusion. The new liaisons are Erika Marín-Spiotta (Geography), B. Venkat Mani (German), Percival Matthews

(Educational Psychology) and Ahna Skop (Genetics). Also, UW–Madison now has an institutional membership in the National Center for Faculty Development & Diversity. The independent center provides graduate students, postdoctoral students and faculty members with professional development, training and mentoring.

*Diversity Framework Goal 2. Diversity Framework Goal 3: Engage the campus leadership for diversity and inclusion.*

**COLLEGE AFFORDABILITY:** UW–Madison recently eased eligibility so that even more students can qualify for free tuition and fees through Bucky’s Tuition Promise, the university’s major new financial commitment to low- and middle-income Wisconsin families. In this second year of the initiative, the university pledges to cover four years of tuition and segregated fees for any incoming freshman from Wisconsin whose family’s household income is \$58,000 or less. Incoming transfer students who meet the same criteria can receive free tuition and fees for two years. In its first year, Bucky’s Tuition Promise guaranteed free tuition and fees for 796 incoming students.

*Diversity Framework Goal 4. Diversity Framework Goal 5: Improve institutional success through improved retention.*

**SEXUAL ASSAULT PREVENTION:** In February, the university again invited students to take part in a national survey about sexual assault and misconduct on campus. The survey, conducted by the Association of American Universities, will deepen our understanding of how these issues affect students and the campus community, and will help guide the development or revision of campus policies designed to promote a safe and healthy environment. Results are expected to be shared in October 2019. In the spring of 2019, campus units began rolling out “Consent Hearts,” a campaign to help build a culture of #uwconsent on campus. Students are being encouraged to set boundaries in relationships across the spectrums of friendship, dating, work, roommates and more.

*Diversity Framework Goals 1 and 2.*

## A number of additional initiatives are moving forward over the academic year, including:

**DIVERSITY FORUM:** The annual Diversity Forum on Nov. 5 and 6 will bring together over 700 attendees each day at Union South. Topics will include Native Nations initiatives on campus, “invisible” disabilities, how to have effective conversations about race/gender/cultures and ways to be an ally or advocate. This year’s keynote speaker, John Quinones, is an ABC News correspondent and creator and host of the hit TV show “What Would You Do?” He will share his story as a Latino American and former TRIO student. The Outstanding Women of Color awardees will be announced at the forum. Visit [diversity.wisc.edu/events](http://diversity.wisc.edu/events) to learn more.

*Diversity Framework Goals 1, 3 and 4.*

**STEM DIVERSITY:** The Association of Public and Land-Grant Universities and the Center for the Integration of Research, Teaching and Learning at UW–Madison are leading a collaborative effort to diversify faculty in STEM fields (science, technology, engineering and math) and ensure that all STEM faculty use inclusive teaching practices. The National Science Foundation awarded a five-year \$10 million grant to support the NSF Aspire Alliance at UW–Madison.

*Diversity Framework Goals 1 and 4.*

**GENDER INCLUSIVE RESTROOMS:** A new university policy will create more gender-inclusive restrooms — single-stall, locking restrooms. The Gender Inclusive Restroom Facilities Policy requires a minimum number of such facilities to be provided in all new and renovated buildings — at least one on the first floor and, to the extent possible, at least one on every other floor. The policy also states that students, faculty, staff, visitors and guests may use the restroom, locker room or changing facility in which they feel safest and most comfortable. The policy formalizes efforts under way on campus to ensure facilities are in place to make everyone feel safe and welcome. The policy supports transgender and gender nonconforming people as well as families with young children, individuals with disabilities and people who employ personal care assistants.

*Diversity Framework Goals 2 and 3.*

**CREATING COMMUNITY:** Established in spring 2019, Campus Affinity Groups continue to meet, bringing together faculty from communities such as African Americans, Native Americans, Latinx, Southeast Asians and the LGBTQI community. Each group meets monthly, with the goal of creating an intimate setting for open and enriching conversations. Also, the campus Equity and Diversity Committee (EDC) has sponsored social gatherings for people of color and allies.

*Diversity Framework Goals 4 and 5.*

**PROMOTE OUR SHARED VALUES:** In spring 2019 a student-led campaign called #IamUW debuted on campus and on social media. Following the recommendations of the campus climate survey task force to promote shared values of diversity and inclusion, the movement celebrates students’ unique identities as well as their shared identity as UW students. Throughout this academic year, student ambassadors will be present at campus events and on social media to further understanding of the movement.

*Diversity Framework Goals 1 and 3.*

**All of these actions build on steps UW–Madison has taken over the past several years to expand need-based aid and improve the recruitment and retention of students of color and other underrepresented groups. Evidence of the impact of our efforts includes:**

- Over the last decade, the presence of students of color on campus has grown from 13 percent to 17 percent of the student body.
- Faculty of color have increased from 17 percent to 21 percent.
- UW–Madison’s retention rate (freshmen returning for sophomore year) is 93 percent for historically underrepresented students and 95 percent among all other students.
- Graduation rates among all students have been increasing, but they are increasing faster among students from historically underrepresented groups, resulting in substantial progress on closing the graduation gap.

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***As Chancellor Blank has said, becoming a more welcoming and inclusive campus requires long-term engagement in a process of self-evaluation and change. This is not something that happens easily or quickly in some cases, but the depth of commitment throughout the institution provides important momentum to continue us moving forward.***



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