

# ANNUAL REPORT

2018 -2019

DIVISION OF  
DIVERSITY, EQUITY,  
AND EDUCATIONAL  
ACHIEVEMENT  
INTERNSHIP PROGRAM



**Division of Diversity, Equity  
& Educational Achievement**

UNIVERSITY OF WISCONSIN-MADISON

# LETTER FROM THE DIRECTOR

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I am pleased to celebrate another successful year of the DDEEA Internship Program. My directorship began in January 2019 so my reflections are offered with respect and gratitude to the 2018 directors, Torsheika Maddox and Jerry Xiong as well as the program managers and affiliated staff.

The work of the interns in 2018-2019 provided a direct benefit through serving central staff and scholarship programs including the Chancellor's Scholarship, Powers-Knapp Scholarship, First Wave, and Posse.

The dedication of our interns was crucial to the success of divisional events, developing relationships with students and other key stakeholders, and ensuring that staff were able to focus their time and energy on essential responsibilities.

I would like to thank and honor the interns in our program for their commitment to the mission and values of UW-Madison and the DDEEA as well as the value and quality of work they add to the DDEEA.

It has been an honor to serve as the program director for 2019 and I look forward to yet another great year of growth and success.

Diana Renderos

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<https://diversity.wisc.edu/ddeea-internship-program/>

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*Terrence speaks at the Outstanding Women of Color Reception*

## EVENTS

Interns helped prepare and staff 46 divisional events

- DDEEA Graduation
- DDEEA Kickback
- DDEEA Lunch and Learns
- Diversity Forum
- 9 Equity and Diversity Chairs Committee Meetings
- Faculty of Color Reception
- 18 Graduate Assistant Equity Workshops
- 5 Innovation Grant Funding System Committee Meetings
- National Diversity Council Women in Leadership Symposium
- Outstanding Women of Color Reception
- UW Showcase
- University Housing Job Fair
- Leadership Ignition
- CSPK Family Weekend
- CSPK Mid-Year Leadership Workshop
- CSPK Ethnic Fest
- Chancellor's Scholars Spring Reception

## OVERVIEW

The Division of Division of Diversity, Equity & Educational Achievement (DDEEA) Internship Program provides high-impact employment opportunities for students to develop marketable work experience. Interns grow personally and professionally as leaders in diversity and inclusion in a workplace that empowers students to realize their potential and express their identities.

Employing a cohort model, interns commit to a year-long paid internship, working throughout the division in areas such as: research, communications, human resources, data management, external relations, finance, administration, event coordination, and the Mercile J. Lee Scholarship Program (also known as Chancellor's Scholarship and Powers-Knapp Scholarship Programs).

## GOALS

- Increase divisional effectiveness and efficiency in implementation of the Campus Diversity Framework by providing high-value, cost-effective student work
- Develop future leaders in diversity, equity, and inclusion through transferable paid work experience, personalized mentorship, performance feedback, and ongoing professional development



# 2018-2019 PROGRAM HIGHLIGHTS

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98% satisfaction rate  
among Internship  
Program participants

100% of graduating interns  
found employment within 3  
months of graduation

100% of supervisors reported  
that their interns often facilitated  
office productivity

93% of interns who didn't  
graduate were retained  
as a DDEEA intern in  
2019-2020

69% of interns were  
often provided  
opportunities for  
leadership

63% of supervisors were able to  
focus on long-term projects by  
having an intern in their office



"Love the interns! We couldn't have kept  
our programming afloat without them.  
They're so important to our  
programming. Thank YOU!"  
-Samantha Samreth, Assistant Director,  
Mercile J. Lee Scholars Program

69% of interns report that  
their work was often  
meaningful to fulfilling the  
mission of the DDEEA

## **Why students applied to the Internship Program**

- Improve campus climate (47%)
- Professional development opportunities (58%)
- Career-building opportunity (53%)
- Mentorship (26%)

*All data above was gathered through the 2019 program evaluation survey.  
For detailed survey results, please contact the Internship Program Manager  
at [ddeea\\_interns@provost.wisc.edu](mailto:ddeea_interns@provost.wisc.edu)*



# PROFESSIONAL DEVELOPMENT

## MENTORSHIP

The Internship Program pairs interns with an on-campus mentor who develops leadership skills through support, dialogue, networking, work-related problem-solving, interpersonal development, and personal and professional growth strategy.



## DEVELOPMENT DINNERS

The Internship Program hosted 4 development dinners with outstanding professionals.

- UW-Madison's Chief Diversity Officer, Patrick Sims, demonstrated his vision for the campus community and building inclusivity
- CUNA Mutual's Vice President for Diversity, Equity, and Inclusion, Angela Russell, shared insights on building nontraditional career paths connected to core values
- P.E.O.P.L.E. Program Assist Director, Gail Ford, led a workshop on maximizing personal strengths and personality in the workplace
- ACLU of Wisconsin's Emilio de Torre discussed how to be a change agent for civil rights



**" The holistic approach of the internship has impacted my professional development and taught me the basics of job searching, informational interviewing, and has helped me tremendously as a first-generation college student. " -Kelly**

## WORKSHOPS

The Internship Program hosted 4 professional development workshops

- Informational interviewing
- Succession planning
- Social media in the workplace
- Negotiating compensation with a multicultural lens

# INTERNSHIP VALUE

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## COST EFFICIENCY

DDEEA Interns perform the equivalent work of **3 full-time entry-level staff members**. Allowing students to lead in the workplace provides cost effective labor, **saving the division roughly \$100,000 per year** in labor expenses\*. Furthermore, interns provide crucial perspectives and insights into the needs of the campus community.



"In the Red Gym, I worked directly with the student-focused programs of the Division of Diversity, Equity, and Educational Achievement. I was able to assist program directors and observe the direct impacts their programs have on the students."

-Peter

**In 2018-2019, 21 interns worked over 6,000 hours serving:**

- Assistant Vice Provosts' Offices
- Human Resources
- Business Services Team
- Chancellor's/Powers-Knapp Scholarship Program
- Office of STEM Initiatives
- Research Unit
- Communications
- Events
- Central Administration
- Posse Program
- First Wave

# LOOKING FORWARD

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## **ADVANCING THE R.E.E.L. CHANGE FRAMEWORK**

The DDEEA Internship Program furthers the Strategic Framework (R.E.E.L Change) for Diversity and Inclusion through:

- Retention of diverse students and staff (Initiative 1)
- Data analysis (Initiative 3)
- Campus partnerships to improve diversity and inclusion (Initiative 4)
- Campus communication about diversity and inclusion (Initiative 5)
- Diversity-related committees (Initiative 6)
- Online database of diversity resources (Initiative 8)
- Coordinating STEM initiatives (Initiative 9)
- Diversity and inclusion related events (Initiative 16)
- Diversity and inclusion related professional development opportunities (Initiative 17)

In 2019-2020, we will expand our scope to serve two additional divisional needs: accounting and external relations.

We will also expand our capacity through intensive focus on development of paraprofessional skills in the workplace through engaged task assignment.

Furthermore, we will incorporate professional development activities into all intern meetings with topics selected by interns that benefit both divisional needs and interns' individual growth as leaders in diversity, equity, and inclusion.



I help the research team by cleaning and analyzing data sets and creating surveys. I worked on major projects during my time in the research division such as the MSL and Campus Climate surveys. I enjoy working for the research division; it furthers my understanding of the importance that surveys have on decision-making.

-José