



UW–Madison Diversity & Inclusion Programs

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 UW–Madison forward. These efforts build on the campus Diversity Framework published in 2014 and its ongoing implementation plan, R.E.E.L. Change.

Below is a summary listing of recent diversity and inclusivity initiatives from or in partnership with central campus administration; the following pages include descriptions of each initiative. UW–Madison’s schools and colleges are carrying out many diversity and inclusivity initiatives of their own. Those efforts are not included in this document.

STUDENT SUCCESS EFFORTS (21)

- Academic Coaching and Tutoring Services
- Badger Promise
- Bias Incident Reporting
- Bucky’s Tuition Promise
- Campus Climate Survey
- CC on the Move
- Commitment to Diversity in Mental Health Services
- Counseling Psychology Training Clinic
- Cultural Centers Expansion
- Dialogue Support Groups
- Elders-In-Residence Program
- Identity and Inclusion in Student Affairs
- McBurney Connect
- McNair Scholars Program Graduate School Bootcamp
- Mercile J. Lee Scholars Program
- Our Wisconsin Workshop
- Peer Advisors for Veteran Education (PAVE)
- PEOPLE Program Milwaukee Office
- Posse Program Expanded STEM
- Smithsonian Experience 2016/2019 (National Museums of the American Indian, and African American History and Culture)
- Student Food Resources

DIVERSITY INFRASTRUCTURE EFFORTS (11)

- Campus Diversity Statement
- Development and Philanthropy for Diversity and Inclusion
- Director of Tribal Relations
- Diversity Inventory Project
- Employee Disability Resources Office
- Gender-Inclusive Restrooms
- Hostile and Intimidating Behavior Response
- Native Nations_UW Strategic Working Group
- R.E.E.L. Change Implementation
- Schools and Colleges Strategic Diversity Plans
- Target of Opportunity Program

STAFF & PROFESSIONAL DEVELOPMENT EFFORTS (10)

- Breaking the Bias Habit Workshop
- Chancellor’s Study Group
- Diversity Liaison Project
- Discussion Project
- Employee Engagement, Inclusion, and Diversity
- Equity Workshops for Graduate Assistants
- Inclusion @UW
- Lunch & Learn Diversity Series
- National Alliance for Inclusive and Diverse STEM Faculty
- National Center for Faculty Development and Diversity

CREATING A WELCOMING CLIMATE (8)

- Affinity Groups
- Community Advisory Council
- #IamUW Inclusion Campaign
- LGBTQ+ Crossroads
- Named Spaces in Memorial Union
- South Madison Partnership
- UW Women Veterans Coffee Club
- Wisconsin Experience Seminar (Couns Psych 125)



STUDENT SUCCESS EFFORTS

Academic Coaching and Tutoring Services

In spring 2019, the Division of Diversity, Equity & Educational Achievement (DDEEA) relaunched the Academic Coaching and Tutoring Services (ACTS) program. ACTS matches students within the division to academic coaches to help them achieve their educational goals. Services include academic workshops, mentorship, study groups, test preparation, and topic-specific tutoring. The program, which began in 1994, has expanded over the years to serve more scholars.

Badger Promise

Announced in February 2017, the Badger Promise is a financial commitment to first-generation college students from Wisconsin that increases access to the university. The program guarantees a period of free tuition and segregated fees (either one year or two years, depending on financial status) to those who are accepted as transfer students from any of the two-year UW campuses or other eligible technical and community colleges. In 2019, one in every five incoming students from Wisconsin is receiving free tuition through either the Badger Promise or Bucky's Tuition Promise (see below).

Bias Incident Reporting

Student Affairs has enhanced the process of reporting and responding to bias incidents on campus. The Dean of Students Office hired a full-time bias response coordinator in 2017, and incident reports are now posted in real time online with information on what actions were taken in each case. The reporting process serves a dual purpose, providing support to those affected while helping the university better understand, address, and prevent incidents of bias or hate. The response coordinator has also developed a partnership with the vice provost for faculty and staff to more effectively address bias incidents in the classroom. This position has been upgraded to a higher level with the intent of sharing more aggregated data with academic units so they can watch for trends and address existing systemic issues.

Bucky's Tuition Promise

Announced in February 2018, Bucky's Tuition Promise is a comprehensive financial commitment to low- and middle-income Wisconsin families. The program fully covers tuition and fees for incoming Wisconsin-resident students whose family's household adjusted gross income is \$58,000 or less. It guarantees four years of free tuition and fees for incoming freshmen and two years for incoming transfer students. Last year, Bucky's Tuition Promise covered 796 incoming students—nearly 20 percent of all new students from Wisconsin, representing 65 of Wisconsin's 72 counties. This year, 848 incoming students are eligible for the Office of Student Financial Aid program.

Campus Climate Survey

In fall 2016, UW–Madison conducted a first-ever campuswide student climate survey. The DDEEA and the UW Survey Center administered the survey in response to recommendations presented in the 2014 Diversity Framework. All undergraduate, graduate, professional, and nondegree-seeking students were invited to participate in the survey. More than 8,600 students completed the survey, a 21 percent response rate. The goal was to understand students' experiences with and perceptions about campus climate and diversity, including how people of different backgrounds and identities experience life at UW–Madison. Released in fall 2017, the results have helped to inform new diversity initiatives.

CC on the Move

In an effort for Student Affairs staff to connect with LGBTQ students, a newly launched outreach initiative from the Gender and Sexuality Campus Center, CC on the Move, is designed to shift the center's services and programming to various locations across campus throughout the academic year. CC on the Move seeks to meet students where they are and draw in first-year and new transfer students. CC on the Move held four events during the 2018–19 academic year, including an alcohol-alternative event at Union South on Halloween that drew 70 campus community members.

Commitment to Diversity in Mental Health Services

Over the past two years, University Health Services (UHS) has hired additional mental health providers focused on students of color and LGBTQ+ students. It has also expanded services to evening hours and to locations including the Multicultural Student Center (MSC) and the Center for Educational Opportunity, in addition to adding group counseling sessions for students of color and LGBTQ students. In collaboration with the Gender and Sexuality Campus Center, UHS adopted an informed consent model for students undergoing hormone replacement therapy in 2018.

Counseling Psychology Training Clinic

The UW–Madison Counseling Psychology Training Clinic (CPTC) is a training facility for the counseling psychology graduate training programs administered by the Department of Counseling Psychology. The clinic seeks to offer high-quality, cost-efficient, and multiculturally competent psychological and mental health services to students and community members. The DDEEA worked with CPTC to dedicate therapists specifically to underrepresented students. Students may refer themselves, or they may be referred by friends, family, or other professionals.

Cultural Centers Expansion

Student Affairs has opened three new cultural centers in the Red Gym: the Black Cultural Center (spring 2017), Latinx Cultural Center (fall 2018), and Asian Pacific Islander Desi American Cultural Center (fall 2018). Each provides a cultural home for



organizing, identity development, and opportunities to honor and recognize the contributions these populations have made to the fabric of UW–Madison since its founding. The centers are open to all students and supported by the MSC. Two other cultural centers, the American Indian Student & Cultural Center and the Movimiento Estudiantil Chicax de Aztlán (MEChA) House, are managed by related academic departments.

Dialogue Support Groups

The MSC is now a sponsor of UBUNTU, a dialogue and support group intended for Black/African American students, and Tu Voz, a dialogue and support group intended for Latinx/Chicanx students. Students are welcome to participate, listen, relax, and build community in a safe space.

Elders-in-Residence Program

Launched in 2018, the Culture Keepers/Elders-in-Residence Program seeks to improve the experience of American Indian and Alaskan Native students by hosting Native elders on campus for extended visits and educational exchanges. Its goals include strengthening partnerships between tribal nations and the university, providing all students with access to crucial cultural resources, and improving retention and recruitment rates for Native students. In its inaugural year, the program welcomed two elders-in-residence: Ada Deer, a Menominee tribal member and nationally known champion of American Indian rights, and Leland Wigg-Ninham, a tribal judge and peacemaker/mediator for the Oneida Judicial System. The program is an initiative of the Native Nations_UW Strategic Working Group in partnership with the American Indian Studies Program, University Housing, and the MSC.

Identity and Inclusion in Student Affairs

The 2018–19 reorganization of Student Affairs gave equal priority to identity and inclusion programs that support underrepresented groups, alongside services that address health and well-being, advocacy, and leadership and community engagement. The new structure promotes ongoing collaboration across units and provides a cabinet-level perspective on inclusion efforts.

McBurney Connect

In fall 2018, the McBurney Disability Resource Center launched a new electronic accommodation and case management system, called McBurney Connect, to streamline students' requests for disability-related accommodations. In its first semester, more than 700 instructors and 1,600 students used the system.

McNair Scholars Program Graduate School Bootcamp

The Ronald E. McNair Postbaccalaureate Achievement Program creates a bridge to graduate education for high-achieving undergraduate students who come from disadvantaged backgrounds. Through immersive research and educational development

opportunities, the program helps its students acquire the knowledge and skills necessary to pursue advanced degrees. In 2018, the program created the first annual Graduate School Application Bootcamp in partnership with the Graduate School and the Black Cultural Center. The McNair Scholars Program admits 28 students each year and is administered by the DDEEA.

Mercile J. Lee Scholars Program

Last December, UW–Madison solidified the legacy of the late Mercile J. Lee, a former assistant vice chancellor for academic affairs, by incorporating her name into the two life-changing scholarship initiatives she established and directed for decades. The Mercile J. Lee Scholars Program is the new overarching name for the Chancellor's and Powers-Knapp scholarship programs, which seek to attract academically outstanding students from groups that historically have been underrepresented in higher education. Today, there are more than 525 scholars on campus, 134 of them new this fall.

Our Wisconsin Workshop

In fall 2017, Student Affairs established the Our Wisconsin community-building workshop for first-year students living in University Housing residence halls. The 90-minute workshop—co-facilitated by trained faculty, staff, and students—promotes diversity and inclusion by helping students understand other cultures, identities, and backgrounds and build the skills and commitment needed to create a community that is inclusive for all people.

Peer Advisors for Veteran Education

The Peer Advisors for Veteran Education (PAVE) program is a peer support program founded at the University of Michigan to provide military veterans with the resources, support, and advocacy needed to succeed in obtaining an undergraduate degree. UW–Madison was approved to become a partner campus beginning in the 2019–20 academic year. The university has 42 new undergraduate student veterans who are able to benefit from the program.

PEOPLE Program Milwaukee Office

In February 2019, the Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE) opened a new office in Milwaukee. The highly successful program, which began in 1999 and recruits 8th-grade students, helps underrepresented students reach their goals of college attainment and degree completion. The office, located inside Rufus King Middle School, houses seven full-time staff members.

Posse Program Expanded STEM

The UW–Madison Posse program identifies public high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes, extending them the opportunity to pursue their academic



dreams alongside a supportive cohort of 10 students. UW–Madison was the first public institution to join the Posse Foundation in 2002, and its program is now the largest in the nation. In 2014, the program substantially expanded its Posse STEM Program, which partners with other universities to increase diversity in science, technology, engineering, and math fields. The graduation rate of UW–Madison Posse program students is 90 percent, and there are nearly 350 alumni of the program.

Smithsonian Experience 2016/2019 (National Museums of the American Indian, and African American History and Culture)

UW–Madison students saw history in the making as they traveled to Washington, DC, in 2016 for the grand opening of the Smithsonian’s National Museum of African American History and Culture. In partnership between the MSC and DDEEA, the group will return to the nation’s capital for another Smithsonian experience this year.

Student Food Resources

University Health Services has created the online Food Assistance Info Guide and the Student Food & Financial Resource Guide to connect students who face food and financial insecurity to campus resources and organizations. Support programs include the Open Seat, a student-run food pantry available to students at no cost.

DIVERSITY INFRASTRUCTURE EFFORTS

Campus Diversity Statement

In fall 2016, UW–Madison adopted an official institutional statement on its commitment to diversity and released a campus message about diversity and inclusion to all members of the campus community. The official statement reads: “Diversity is a source of strength, creativity, and innovation for UW–Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin–Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background—people who as students, faculty, and staff serve Wisconsin and the world.”

Development and Philanthropy for Diversity and Inclusion

In spring 2017, the Wisconsin Foundation and Alumni Association hired its first director of development for diversity, with a focus on supporting the DDEEA. An initial \$17 million was raised to support the Chancellor’s Scholars program and expand student engagement with high-impact practices (study abroad, internships, academic coaching) for the federal TRIO programs, diversity in STEM work, and other initiatives supporting students

who are first-generation, low-income, and/or from historically underrepresented groups.

Director of Tribal Relations

This fall, UW–Madison hired its first director of tribal relations, Aaron Bird Bear. The position works to foster strong ties between the 12 First Nations of Wisconsin and the university and represents the UW–Madison Division of Extension leadership in collaborations with tribal communities. Tribal Relations is part of the Office of University Relations, which is responsible for building relationships with a variety of internal and external audiences.

Diversity Inventory Project

The Diversity Inventory Project (DIP) launched in 2017 to track, connect, and promote UW–Madison’s diversity initiatives. The searchable online database tracks diversity and inclusion programs, activities, resources, research, and services happening on campus and in the Madison community. By serving as a centralized directory, DIP improves coordination and planning, facilitates broader collaboration, increases awareness of existing diversity and inclusion efforts, and efficiently collects and reports diversity data. More than 400 initiatives have been recorded in the database. DIP is part of UW–Madison’s Diversity Framework and is administered by the DDEEA.

Employee Disability Resources Office

Earlier this year, the DDEEA launched a new office to serve as a campuswide employee resource for information on the disability accommodation process at UW–Madison. The Employee Disability Resources office provides services such as employee consultation, manager training, campus referrals, and compliance advising. It also established UW’s new Return to Work program, which helps employees with temporary medical-related restrictions return to and succeed in their jobs.

Gender-Inclusive Restrooms

This fall, UW–Madison adopted a policy that will create more gender-inclusive restrooms on campus. The Gender Inclusive Restroom Facilities Policy requires a minimum number of single-stall, locking restrooms to be provided in 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. Developed by the Gender Inclusive Restroom Facilities Task Force, a shared governance group formed in 2017, the policy aims to support transgender and gender nonconforming people as well as families with young children, individuals with disabilities, and people who employ personal-care assistants.



Hostile and Intimidating Behavior Response

UW–Madison has adopted a policy to address hostile and intimidating behavior (HIB) on campus—defined as “unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university’s academic or operational interests.” Leadership across UW–Madison has been trained to spot and stop hostile and intimidating behavior, and all employees are encouraged to participate in a 90-minute HIB Prevention Training workshop offered by the Office of Human Resources. In 2018, a new HIB website was launched to serve as an additional resource.

Native Nations_UW Working Group

UW–Madison campus partners established the Native Nations_UW Working Group in May 2016 to forge a more respectful, reciprocal partnership with the 12 Native Nations of Wisconsin. Ongoing efforts include improving health services, preserving the environment, developing local economies, and expanding educational opportunities. In May, UW officials and representatives from the 12 Native Nations of Wisconsin held a second leadership summit, and in 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 Future,” acknowledges the Ho-Chunk’s forced removal from the land. The plaque’s message will be integrated into the university’s teaching and learning.

R.E.E.L. Change Implementation

Since its inception in 2015, the Retain. Equip. Engage. Lead. (R.E.E.L.) model for diversity, equity, and inclusion has been a road map for the UW–Madison campus. The official implementation plan for the 2014 Diversity Framework includes 18 specific initiatives that are designed to foster a culture of positive engagement with a variety of campus and community partners.

Schools and Colleges Strategic Diversity Plans

As a collective, UW–Madison’s schools and colleges share many of the same aspirations around diversifying their faculty and implementing strong procedures for mentoring and retention. In similar fashion, efforts to support students and close achievement gaps for students are also part of combined efforts to improve the quality of the student experience. These efforts are delineated within Strategic Diversity Plans. Schools and colleges with a strategic diversity plan are eligible for consideration for support from the Target of Opportunity Program (see below).

Target of Opportunity Program

In 2018, the Office of the Provost established the Target of Opportunity Program (TOP) to enhance recruitment of faculty from underrepresented backgrounds in their respective fields. TOP is a renewed commitment of the broader Faculty Diversity Initiative, providing departments with increased financial support from the

central administration to pursue and hire outstanding individuals. To date, the Provost’s Office has approved 42 recruitment proposals from colleges and schools across campus. Those proposals have led to 30 offers, of which 15 have been accepted and seven are pending.

STAFF & PROFESSIONAL DEVELOPMENT EFFORTS

Breaking the Bias Habit Workshop

In spring 2017, UW–Madison’s Women in Science and Engineering Leadership Institute (WISELI) officially expanded its Breaking the Bias Habit workshop to explore issues of implicit bias in departments and work units. The workshop introduces academic audiences to the concepts of implicit or unconscious biases and assumptions about diverse groups of people by treating the application of such biases as a “habit.” In its first two years, nearly 800 faculty, staff, and students have attended the workshop.

Chancellor’s Study Group

In fall 2017, following the events of Charlottesville, Chancellor Rebecca Blank formed a study group to examine the history of the Ku Klux Klan on campus and the student organizations in the 1920s that shared the name of it or were otherwise affiliated. The study group released its findings in a spring 2018 report, recommending a history project that identifies and gives voice to those who experienced and challenged prejudice on campus, and a further commitment to current programs designed to create a more equitable campus community. In response, Chancellor Blank committed to funding a proposal to expand faculty hiring for the ethnic studies programs through joint appointments and increased funding for faculty diversification initiatives. She also commissioned the Public History Project; this fall, Kacie Lucchini Butcher was hired to direct the project.

Diversity Liaison Project

The Diversity Liaison Project launched in 2018 to provide a hands-on approach for academic leaders to engage with matters of diversity, equity, and inclusion and to implement best practices in the classroom. Each year, a cohort of cross-disciplinary liaisons plans and organizes workshops and engagement sessions for other faculty and instructional academic staff. The liaisons meet monthly with the deputy vice chancellor for diversity and inclusion and the vice provost for faculty and staff, who oversee the program.

Discussion Project

The UW–Madison School of Education designed the Discussion Project, a series of professional development initiatives created in 2017 to help instructors both facilitate high-quality classroom discussions and prepare their students to participate in them. Learning an important skill in a democracy, students hear multiple perspectives and learn how to engage civilly with those holding opposing views.



Employee Engagement, Inclusion, and Diversity

The Office of Human Resources is creating a work environment where employee engagement, inclusion, and diversity (EID) is a foundation to campus practices. The EID Initiative, initially established in 2011, strives to recruit and retain a highly talented and diverse workforce in an increasingly competitive and global environment. Several employee resources and learning programs have been established in recent years to achieve this goal:

- Cultural Linguistic Services, which provides translation and interpretation services as well as cultural awareness and inclusive communication workshops
- Thrive@UW–Madison, which offers workshops on active listening, building trust, expanding self-knowledge, and creating an inclusive work environment
- Recruiting for Diversity, a training series that provides resources and tools for units to develop a recruitment pipeline and diversify its applicant pools
- EID Community of Practice, which provides space for EID practitioners across campus to share their experiences and best practices.

Equity Workshops for Graduate Assistants

Since 2014, new teaching assistants and program/project assistants participate in professional development focusing on diversity, discrimination, and harassment. Participants receive information about relevant laws, policies, regulations, and resources; explore the practical application of these policies to classroom and learning environments; and engage in facilitated conversations designed to promote interdisciplinary dialogue and excellence through diversity.

Inclusion@UW

The Office of Human Resources has designed Inclusion@UW for employees to learn and practice skills that build collective capacity to promote UW–Madison’s commitment to value the contributions of each person and create a welcoming and inclusive community for people from every background. Through interactive workshops, shared discussion, intentional practice, and researched strategies, each course aims to empower staff with knowledge and skills that support healthy, inclusive, and engaging practices.

Lunch & Learn Diversity Series

Four years ago, the Wisconsin School of Business started a monthly diversity and inclusion professional development series over the lunch hour. Due to its overwhelming success, the series has expanded to the School of Nursing and the School of Pharmacy, where employees engage in interprofessional equity and inclusion learning opportunities. Sessions are designed to meet the unique needs of the respective schools; however, they are free and open to all members of the campus community.

National Alliance for Inclusive and Diverse STEM Faculty

UW–Madison’s Center for the Integration of Research, Teaching and Learning is collaborating with the Association of Public and Land-Grant Universities and the National Science Foundation (NSF) to diversify faculty in STEM fields and to prepare faculty to use inclusive teaching practices. Last fall, NSF awarded a five-year, \$10 million grant to UW–Madison for its role in co-leading the initiative, called the Aspire: National Alliance for Inclusive and Diverse STEM Faculty.

National Center for Faculty Development and Diversity

UW–Madison is now a member of the National Center for Faculty Development (NCFD) and Diversity—an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students. NCFD is dedicated to supporting academics in making successful transitions throughout their careers and equipping them with diversity and inclusion knowledge.

CREATING A WELCOMING ENVIRONMENT

Affinity Groups

Following the lead of departments that had established community-building affinity groups, the DDEEA established campuswide Affinity Groups in spring 2019 to bring together faculty and staff from various backgrounds, including African American, Native American, Latinx, Southeast Asian, and LGBTQ. Each group meets monthly, with the goal of creating an intimate setting for open and enriching conversations and establishing community.

Community Advisory Council

The Community Advisory Council was formed in 2016 to strengthen relationships between campus and community partners. Members meet regularly to discuss campus climate issues and serve as liaisons to community members to ensure their voices are heard. The council ensures community leaders are informed of and can provide input into campus efforts that overlap with community concerns.

#IamUW Inclusion Campaign

A student-led campaign called #IamUW launched in spring 2019 to promote inclusivity on campus. Following recommendations by 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–Madison students. Student ambassadors are spreading the word through social media, campus events, and merchandise giveaways, and the campaign is being promoted on monitors and screens throughout campus. The DDEEA and the Office of University Relations are partnering with student leaders on the initiative.



LGBTQ+ Crossroads

The Crossroads Initiative is a collaboration between the MSC and the Gender and Sexuality Campus Center (GSCC). It takes a uniquely Wisconsin approach to addressing the intersectional realities of students' lives. This initiative bridges the work of both the MSC and the GSCC to address the needs of students living in the intersections of race, sexuality, gender, and other layers of identity.

Named Spaces in Memorial Union

Building off the work of the chancellor's study group (see above), the Union Council held forums during summer 2018 to solicit campus and community input on the question of changing the names of the Porter Butts Gallery and Fredric March Play Circle. Butts and March were members of a student organization in the 1920s that bore the name Ku Klux Klan, though the study group found no evidence it was affiliated with the national group. In consultation with the family of Porter Butts, the council voted to rename the gallery and to acknowledge Butts's professional accomplishments through an interactive kiosk in another permanent nonprogramming location. The Fredric March name has been removed from the Play Circle.

South Madison Partnership

Opened in 2015, the South Madison Partnership is a UW–Madison initiative designed to meet the South Madison community's needs and foster mutually beneficial relationships. Located in the Villager Mall, the physical space—equipped with classroom space, conference rooms, private meeting areas, and university resources—allows community members to engage with UW–Madison in a more accessible, meaningful way. Current programming at the space includes the UW Odyssey Project, which offers a free humanities course for adult students facing economic barriers to college, and the Neighborhood Law Clinic, which provides a range of legal and advocacy services to low-income community members. More than 1,000 people use the space monthly, and 35 campus and community groups participate annually.

UW Women Veterans Coffee Club

A need for community was identified during a focus group for women veteran students in March 2019. University Veteran Services started a monthly coffee club for women veterans to create a comfortable atmosphere to build community. Faculty and staff veterans are also welcome.

Wisconsin Experience Seminar (Couns Psych 125)

CP 125 dedicates two class sessions to social justice and civic engagement with the objective of exploring personal identity and how it impacts their and others' experiences at UW–Madison. Fall 2019 enrollment is approximately 650 students.

