

Student Diversity Plan Input from Nov. 13, 2012

These are the suggestions of various students across the campus. Yellow cards, which were double-sided, were given to students and they were asked to fill them out. On each side there was a question printed. One question was:

a) The University is drafting a new campus Diversity Plan for campus, what do you think should be included?

The responses from students are listed below.

Things to note:

- This was not geared towards certain communities on campus.
- All the responses were anonymous. All responses were given and placed in an envelope to maintain anonymousness.
- This was created for students, by students and presented to students by students, with two exceptions, of faculty and staff members assisting in having students fill out these yellow cards.
- Furthermore, both undergraduates and graduate students were asked to fill out the cards. Predominantly all cards were completed by undergraduate students at UW-Madison.
- As a community, we did our best not to affect people in their responses.
- These are the real stories of student experiences on this campus. None of these stories were in any way fabricated or falsely written by any of the distributors. These are the voices of students from all different parts of the campus.
- Most of the student distributors of the cards did fill out a card. (This consisted of around 15 students)

Responses by each participant:

1.

- a. Diversity seminar for all students who attend SOAR, not just the scholarship programs
- b. More training opportunities for students to attend and learn from.
- c. Increased advertisement for those trainings for students who may not pay close attention to ASM or Administrative Bulletin/ Announcements.

2.

- a. More organizations
- b. More activity fairs
- c. More music events
- d. More opportunities for freshman to get involved
- e. Trips off campus

3.

- a. Response to sexual assault on campus
- b. Space to address micro-aggressions
- c. Discussion-based ethnic studies requirement
- d. Resident tuition for undocumented youth

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4. N/A

5. A new avenue for applied ethnic studies

6. N/A

7.

- a. Improving the Ethnic Studies requirement so that every student takes at least one class that examines society and diversity (Soc 125 should count)
- b. Potentially having a one or two night (orientation) seminar/talk/ etc. for all freshmen at the beginning of each year (Maybe at SOAR) about campus climate and diversity. I just think that there are so many students who have never been exposed to people of different ethnic, religious, sexual orientation backgrounds than their own before coming to UW. And I think that every student needs to know upon arrival that this is a tolerant campus. Thanks!

8.

- a. Required international course—make our campus more globally minded [in addition to the tolerance and diversity that is introduced by the ethnic studies requirement]
- b. Introduce a perspective of not only regional/nat'l diversity, but furthermore, global diversity

9. How diversity includes everyone; including those not traditionally thought of in the definition of diversity. Those who may be white. Those who may be male. Those who are from rural areas/ rural Wisconsin. Sometimes these people hear the word “diversity” and stop paying attention.

10. An attempt at greater geographical diversity in the students around campus. I know that the majority of the students have to be from Wisconsin, but if there could be greater acceptance rate of those around the country and world, it would help a greater understanding of the world around us. Maybe having sister schools with other countries?

11. N/A

12. Use more money to give to student orgs, example allocate more money/aid to help student orgs travel more or have more supplies for meetings or activities.

13.

- a. Expansion of services for first generation college students
- b. Specific learning objectives for the ethnic studies requirements
- c. Does this include discussion of admissions to make sure we admit students of different backgrounds?
- d. Diversity training for faculty and staff -- are professors and TAs taught how to teach diversity issues? I know this already exists but it could be a lot more meaningful.

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14.

- a. I think we should have more activities involving all kinds of students to learn different culture, like Japan or Korean culture.
- b. Also we can simply have games involves students and make them learn more out of their life circle.

15. Ethnic Studies Requirement should be more about building alliances between minority and majority demographics in and action-based way.

16. Mental health advising and counseling especially for international students on issues like culture shock. There are events like "Success Lunch on Cultural Adjustment" next week. It would be helpful if such event is made regular every week.

17.

- a. Better ways of connecting international students with larger campus community
- b. Helping overcome culture shock
- c. Mutual learning

18.

- a. Consideration of programs related to individuals with disabilities:
 - Adapted Fitness- Kinesiology Dept.
 - Badger Buddies
 - Badgers for Special Olympics
 - Etc.

19. N/A

20. Diversity programs/ Ethnic Studies

21. I think the diversity plan should include fun activities that people enjoy doing. Unfortunately having an alcoholic drink isn't always legal, but it definitely helps remove any relationship type boundaries.

22. This doesn't have much to do with racial diversity but if an Ethnic Studies class is required here, I think a Gender Studies class should also be required to make people aware of Gender related issues and Gender Diversity.

23. Possibly include more ethnic studies classes to choose from.

24.

- a. I think we should have diversity training in classes and in dorms
- b. There should be a diversity fair where you can meet people from all different backgrounds
- c. There should be something to protect LGBT students from feeling isolate and in danger when they walk around campus.

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25. Offer more ethnic study classes that are more open to freshmen that talk about a wide variety of ethnic groups like about difference countries, cultures and ethnicities.

26.

- a. I think the Ethnic Studies requirement should be kept because I believe it really opens people's eyes to cultures that they otherwise wouldn't have known about.
- b. I also think there should be more outreach to LGBT students and more awareness to the student population about LGBT issues so hopefully more people get educated about what it means to be LGBT etc. (and so LGBT students feel more comfortable at their school).

27.

- a. I am ok with what is currently happening
- b. I haven't seen effects on diversity issues although
- c. I am only a small portion
- d. I am comfortable with what is happening now.

28.

- a. More awareness on diversity on campus
- b. Guest speakers on the issues on race, sex and so on to create a more aware safe environment for people who may not know how to interact or act around a variety of people

29. More events promoting diversity would be really interesting and fun

30. The new diversity plan should include color-blind admissions so that everyone has an equal change of leaving admitted to the school.

31.

- a. More Ethnic Studies
- b. More MLC
- c. More recruitment of students of color

32. More of an encouragement of people discussing different viewpoints on a multitude of things promoting difference but also recognizing similarities.

33. I think students should be required to take an ethnic studies class early on in their college tenure. Many students, when coming to the university are into involved/ aware of diversity (specifically racially) and exposing that diversity to them early on will help them be successful citizens in the future because they will be culturally sensitive and be able to appeal to both majorities and minorities alike.

34. I think it should focus on all diversity (sexual orientation, gender, etc.) and not just race. I think when people hear diversity they only think of race.

35. I think they should include more connections between different religions. I have found a drop off between people of different religions interacting and such.

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36. N/A

37. Admit more Black people

38. Personally, I don't really agree with the ethnic studies requirements, it's totally okay to promote those kinds of classes and clubs but I don't feel like students should be forced to take a class. I do think it's a good idea for house fellows to go through diversity training because dorms are a pretty crucial place for freshmen. Diversity week sounds pretty neat too!

39.

- a. Diversity-themed on campus events
- b. Promotional events welcoming the spread. Shaving of ideas
- c. Ethnic studies requirement should remain

40. More diversity in student clubs, etc...

41. I think that there should be other options for students that have TAs that don't speak English very well because I know there have been times when I have struggled with this and I had no other ways to get help.

42. I think more professional working here should be required to go through more training on diversities. Especially professors & T.A.s since there are so many difference in people they are working with.

43. I would like to see a requirement for students for some sort of diversity workshop in which students are taught about current issues facing the world in general, and also about courtesy and understanding on campus.

44. More ethnicity requirements (like for classes)

45. Diversity training for ALL Orgs.

46. As an engineering student, I feel that making students take more ethnic studies courses would be a waste of time. If the school really wanted to encourage diversity they would accept more students from different social, ethnic, \$ economic backgrounds, how diverse can a campus be if more than 90% of the kids are of the same ethnicity. Also the ethnic study classes seem really uninteresting so I really don't want to take more than I have to.

47. Culture Festival

48. More than 1 ethnic studies requirement specifically, 9 credits and 6 of those credits with the same culture. I think that this would allow more opportunities to learn and develop as people in the world.

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49.

- a. More ethnic studies
- b. More ICD for staff
- c. More networking between multicultural offices and other offices on campus

50.

- a. Staff should be included in the Diversity Plan
- b. One course should not be enough for a person to learn about a different culture and if so they should make it interactive!

51. A greater influence and importance on the reasons for ethnic studies. Students have made comments saying they are “white guilt” classes, which shows a miscommunication on the purpose of Ethnic Studies. One of the longest student movements were for the implementation of ethnic studies on the campuses of San Francisco State and Berkeley during the 1960s. Let’s continue the vision and mission of these students by continuing a greater importance of ethnic studies.

52.

- a. more ethnic studies requirements
- b. more dialogues like Islamophobia and the Define America with Jose Vorgan

53. Anything that educates, promotes, acknowledges, etc. underrepresented groups of not only race but gender + sexuality as well. If we already have classes like these that I’m unaware of- PROMOTE THEM MORE PLEASE!

54.

- a. Admissions- we need a way more diverse campus environment
- b. Opportunities- required! – for diverse conversations- conversations between people of multiple races about their experiences on campus

55.

- a. I’m not really sure what the plan means/ entails:
 - i. more exposure? – for under-represented students
 - ii. better University reactions to “Diversity fiascos”

56. Maybe more freshmen events to get everyone to intermingle? Perhaps, maybe more speaking events for people to attend.

57. Requirement of more than 1 course of ethnic studies- need much more.

58.

- a. A focus on not shaming white students, it’s hard to learn when I feel like my professors are against me.

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b. More comprehensive teaching on races. Unless the class is specifically about one group, then I don't think one group should be the focus.

59.

- a. White Privilege Workshops/ integration into ethnic studies curriculum
- b. Cultural lecture series- Renowned experts/ groups give lectures to the student body at large.
- c. "Diversity Matter" steering committeeà provide consistent output of creative ideas to bring not diversity & inclusion on this campus.

60.

- a. education regarding the different aspects that diversity entails
- b. events about diversity

61.

- a. the ethnic studies requirement should have more worthwhile classes
- b. the campus should be aware of the diverse community that UW campus has. This means that preferred name policy needs to be in place

62. N/A

63.

- a. Revamp of ethnic studies requirement
- b. Incorporate sociology 496- Intercultural Dialogues- into fulfillment of ethnic studies requirement AND incorporate the ICD modes of peer-facilitated dialogue into more ethnic studies class.

64.

- a. Grads/ undergrads
- b. Curriculum
- c. Faculty staff/ Admin
- d. Ethnic Study Requirement
- e. White Privilege/ Supremacy

65. Resources, such as tutors, free printing, academic assistance, etc.

66. Overall, everyone just needs to respect and think before acting. No matter race, color, sexuality, or gender.

67. The include more programs that aim to bring diversity on this campus like the CAE and programs under them like AAP or Pathways.

68. Try to limit the negative emotions/ bashing on other sides opinion posters.

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69. More clubs and activities that aren't specific to a group ie- I'm not gay but I believed in LGBT rights; However, I feel un-included in their club meetings.

70. If every class and instructor could try to facilitate an atmosphere of community. Integration within classes might help give students a starting point to creating connections.

71. N/A

72.

- a. Din[n]ers for all identities to show up
- b. White-privilege Conference, UW trip?
- c. Caucuses
- d. Newsletters?

73.

- a. Diversity Awareness
- b. Diversity enrichment
- c. New diversity techniques

74.

- a. Info on Native American cultures
- b. Info on stereotypes in general, and how they affect students
- c. New ethnic studies requirements
- d. More diversity training at SOAR or first week

75. There should be more diversity in the required classes (as to what we learn).

76. I think there should be more groups for non-drinking students. I often feel as if I'm bullied to drink.

77. N/A

78. I think more classes integrating ethnic studies into the course work should be offered.

79.

- a. more classes included in Ethnic Studies
- b. more emphasis on Political diversity (not everyone on campus is a liberal)

80. I believe that the university does do a lot of things already within the Diversity Plan but I believe that one thing that you could think about doing is adding some type of trip to low income areas. Though you talk about poverty, show pictures of it, and videos you still don't feel the affect as much as actually seeing it. I believe this would make a greater impact because some people have never seen people struggle to pay their bills or struggle to buy food. Also I believe

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this will get a lot of people who have been or are in this situation more involved in the course as will. Allowing them to share their story if they were willing to.

81. I strongly believe that there must be more scholarships for minorities/people of color and low socio-economic statuses. The LGBTQ community is great about putting up posters and thing to get word out, but I don't think that is enough to less the climate of homophobia that I've witnessed every so often. Ethnic Studies requirements are a great thing, perhaps a high requirement or specified racial-based (or based on race relations) classes would be good, too.

82. Replace legacy bonuses, (would be hard to do, I know). Or push for their end. Replace these with admission (polit gonwies) towards minorities and low-income students. Push for more emphasis on life experience in cases where minority students/ low income students do no have the traditional grade levels or test scores.

83. I think the university should work on the breadth courses. Being a business major, things like ethnic studies and humanities are more of a chose to me (and other business students) rather than a learning opportunity. Rather that reaching requirements, try to find a way to get students to want to talk these classes. I know that's a tall order, but it would be more beneficial to both the students and the classes if students like me had reasons other than requirements to be in the class.

84. Keeping slang to minimum if at all. Using words like "retard" and calling someone "fag" are hurtful and affect more than just the person saying it and who it is being said to.

85. Keep incorporating more diverse race and people of status to enrich the overall campus population. Giving equal opportunities and helping those of lower status to get the chance to become more successful.

86. Most students are only familiar with the downtown and UW area of Madison, yet we act like we control the whole city. Madison is truly a diverse city once you get off campus, and it would be great to have the students more in touch with the different people around the city. The general public should be more welcome downtown and students should have more and easier access to local Madisonians.

87.

- a. Support for students of color for when they are being discriminated against.
- b. Better support for students of color when they are adjusting to often being the only student of color in class
- c. Safe spaces for students of color to talk about their daily experiences so they are able to grow support through experiences.
- d. Make more service learning requirements with ethnic studies.

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88.

- a. Ethnic studies requirement
- b. Recruitment of students from racial minority groups, religious minority groups, lower and working classes, and a wider range of geographic areas.
- c. More engagement between UW and the Madison community

89.

- a. Definitely more faculty of color
- b. More ethnic activities/ food choices
- c. International support for MC students
- d. More students of color, more Affirmative Action

90. I feel like the ethnic studies is very beneficial + should be included. I feel like the ethnic studies class that I am in has really opened my eyes.

91. I'm not sure what kind of plan should be put into place...

92. Personally I don't have any ideas what that is. Some information provided would have been helpful.

93.

- a. Change the whole system of the ethnic studies requirement: focus more on gender, different lifestyles socioeconomic stuff -- "cultural studies?"
- b. Emphasize importance of ethnic studies -- End the "blow-off classes" that people take.

94. I think a push for working with the community of Madison outside of campus should be included in the new plan.

95. I think that the ethnic studies should be in the first year and have to do with power and privilege,. That way, students have a foundation and a common understanding of inequalities and discrimination in the U.S. This could substantially improve campus climate, and it would create a space for dialogue and understanding.

96.

- a. New way to qualitatively look at success rates of students of different identities i. Implementation/connection of individual experiences.
- b. Ethnic studies requirement revision/reevaluation to be a studies requirement about power and privilege (more classes like SEED):
 - i. More funding for these classes \$
 - ii. "teach -in" moments/ workshops on identity (or something like SEED) for TA's à required so they can best interact w/ their students.

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97.

- a. Communication is definitely important. We can do story telling of individual experiences that would allow us to better understand each other.
- b. Through sports (for fun level) or games, people with diversity can become closer naturally
- c. Teach new languages to each other.

98.

- a. Paying more attention to ethnic habits of different countries(for example, more variety of food in the global kitchen section of dining halls that takes into account the flavors and taboos of different ethnic groups.)
- b. More campus activities for cross-cultural communication, especially between international students and domestic students
- c. Making the SOAR more welcoming to out-of-state and international students

99.

- a. Reduce tuition
- b. More events for diversity education with free food
- c. Pair up domestic students with international students

100.

- a. Diversity
- b. No reverse racism
- c. Input from privileged and non-privileged

101.

- a. Classes like SEED where people recognizing their role in perpetuating inequality and division between people.
- b. People need more information about how what they do/say really impacts people, and why it REALLY matters.

102.

I think it should include a plan that can promote friendship between international students and American students.

103. N/A

104. Not sure what the goal would be... diversity is great, but can't really force it-it'll come eventually as the country as a whole shifts, organically...top/down policies can end up backfiring.

105. Maybe include more international students in student associations? I went for a multi-cultural student org meeting and they were just Asian students (ALL). I don't mean to be racist, but just a suggestion J.

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106.

- a. Ethnic studies assignment which include dialogues between students (something like roundtable)
- b. More outreach into “non-traditional” diversity socio-economic status, disability, family status, etc. ~more than just racial issues
- c. More serious punishments in residence halls for saying insensitive things or just generally creating a harmful environment.

107. I think it should include maybe more awareness (?). I honestly don't know much about that the Diversity Plan includes already. I was told the ethnic studies requirement is one element that this Plan has contributed to campus life in the past. I think more features like this.

108.

- a. Faculty with military experience
- b. Faculty with border degrees, science and history, or business and psychology, etc.

109. Diversity plan? The tuition is diverse. Diverse peoples should interact with each other. Tuition also should not be so diverse. Reducing the difference in tuitions that different groups of students paid should be included.

110. Maybe refine ethnic studies requirement a bit, move it so you have to pass classes or something. Although I live campus diversity, I do not support the current affirmative action policies we currently employ. I would move it more of an income, or background requirement rather than race.

111. I think that a greater effort should be made to build between the various groups promoting diversity on campus and the more general student population. We have many groups dealing with diversity, but the level of campus-wide dialogue is very low. The best way to emphasize our diverse population is to expand visibility and dialogue.

112. I think they should include ways to close the gap between upper classmen and those just coming out of high school. Developing some sort of mentorship program could assist with this is an easy way to get incoming freshmen involved on campus. Another thing that could be included in the Diversity plan is a diversity parade that would take place in the spring semester. Participants could sign up to walk in their traditional culture outfits and create floats that represent a special aspect of their culture.

113. I really like my ethnic studies class (sociology of race in America) The information was relevant to everyday life and really made me think/notice racial issues I hadn't before. I think all ethnic studies classes should include this (relevance/ thought).

114. There should be a “diversity” requirement in addition to the ethnic studies requirement. Ideally students would have to complete one of each of these classes during their third/fourth years. Perhaps a freshmen seminar encompassing the wide variety of differences could suffice as satisfying the req's for the first half of students “four” years.

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115. There should be more events that help students learn more about the diverse groups of people on campus-because the more people know about one another, the closer the community.

116. Resources on different ethnic activities/ clubs.

117.

a. Teaching religious tolerance (I hate that word...) toward stigmatized groups such as Muslims, Jews, etc., and the different facets of each (Sunni and Shi'is, for example)

b. Emphasizing the T part of LGBT acceptance

c. Building mutual understanding between the "East" and the "west" and how cultural differences aren't bad, such as emphasizing the group more than the individual.

118. More diversity, more options for ethnic studies.

119.

a. Gender neutral/unisex bathrooms

b. Accessible classrooms

c. Inclusive language in all official documents and communication

d. Education for profs and TAs.

120. I think that admitting more individuals from under-represented groups to campus would be a good way to make people more aware of diversity. I also think that more campus- wide events to explore diversity would be good. If there already are some of these events, they need to be more advertised and marketed to students as something that will be enjoyable to anyone.

121. White people. Let us not forget that "diversity" work is not just for "ethnic minorities." I do respect the University's initiative to include ethnic studies requirements- but such steps only scratch the surface of the exposure students need. I would like to see more individual- level, personal programs incorporated; programs that really challenge students to reflect and consider, their own ideologies and personal role(s) in the bigger picture.

122. An increase in the Ethnic Studies requirement. A way to increase the minority population on campus. GOOD LUCK, it won't be easy.

123. I think that all new students on campus should have the opportunity to question, explore, grow, and change their point of views and opinions. I participated in a diversity dialogue, and I so appreciated the opportunity to discuss difficult matters in a safe space and to learn about others individuals' stories and experiences that are different from my own. It is crucial to have an opportunity to get to know people who are different from you because to help incorporate respect and dignity for all people as an essential value in our campus climate.

124. Sociology 496 "Intercultural Dialogues."

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- 125.** Something I think should be included is a group where students of Latino heritage can get together and celebrate their background, make friends, and also do some sort of service/ volunteering to bring them closer and help them to understand others and themselves through the lens helping others.
- 126.** More unity events that should evolve all students. Sometimes that attract a solid population of UW- Students.
- 127.** There should be a tournament among all groups of student orgs.
- 128.** N/A
- 129.** N/A
- 130.** Campus Wide Diversity events
- 131.** N/A
- 132.** I think the diversity plan should cover not just race and ethnicity but also religion, sexual orientation and heritage. I also feel like we should be more aware of what is happening on campus.
- 133.** Performances would be very enjoyable and interesting.
- 134.** I think that student input is a key factor when creating a Diversity Plan. Without knowing what people need/want, how could it possibly be created.
- 135.** More awareness for things like intercultural dialogues, etc.
- 136.**
- White students need to be included in the discussions on diversity inclusiveness. Diversity needs to be taught as more than just racial ethnicity diversity. The institutions and systems that uphold privilege and oppression must also be taught and explored to gain a better understanding.
 - More gender neutral bathrooms and changes to the applications and process of campus resources/systems (such as Housing, which I work in), that do not reinforce the gender binaries.
 - More collaboration between administrators and students. I often feel that administration is not really tuned to what students go through.
- 137.**
- There should be more of a focus on accessibility on campus
 - More gender-neutral/ non-gender specific bathrooms
 - More of a focus on legitimate ethnic studies courses
 - SEED as a requirement (counseling Psych 325)

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138.

- a. Why is it called "Ethnic Studies"- it should be renamed, don't all people have an ethnicity? Include white/Caucasian.
- b. ALL dorms should have a wheelchair ramp.

139. N/A

140. Socioeconomic status! I cannot stress this enough. Lower and lower middle class students are not taken into consideration in regards to so many things!

141. Provisions to implement a diversity education program for students either at SOAR or early on welcome week. This way we expose them to the expected values early.

142. They should make sure to consider all aspects of diversity and identity, not just ethnicity and sexuality. Other examples are interests, etc.