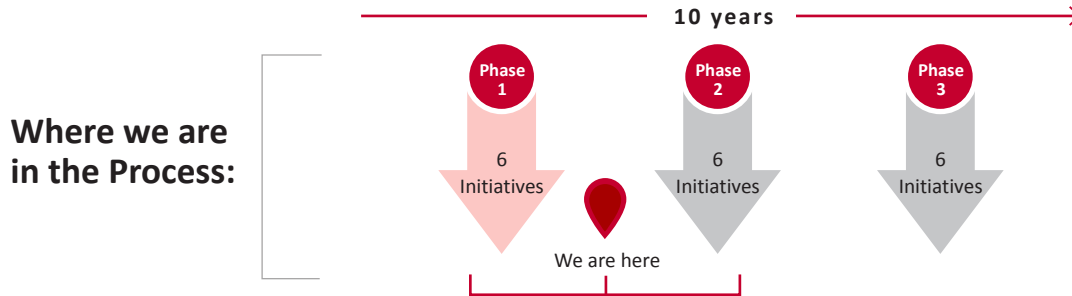




R.E.E.L. Change Implementation Progress

Since its inception in 2015, the Retain Equip Engage Lead Model for diversity and inclusion change has been a road map for the University of Wisconsin-Madison campus. In a ten-year period, we will work to deliver the three phase, 18 initiative plan. The Division of Diversity, Equity and Educational Achievement welcomes all of campus and our community partners to track the plans support initiative efforts. This report outlines R.E.E.L. accomplishments in Phase one.



Where we are in the Process:

Change Initiatives Accomplished in Phase One:

CLIMATE SURVEY INITIATIVE

Instituted and implemented the first-ever student campus diversity climate survey with one-fifth of students responding. Results and recommendations are to be shared during 2017 Diversity Forum.

ADVISORY COMMITTEE INITIATIVE

Strengthened Relationships with campus and community partners through first ever Chancellor’s Community Advisory Committee. Members meet regularly to discuss campus climate issues and liaison back to community members.

DIVERSITY STATEMENT INITIATIVE

Established and integrated a consistent message about diversity and inclusion throughout all forms of internal and external campus communication. Created an institutional statement on our commitment to diversity, equity and inclusion and revamped DDEEA website Creating Community and the DDEEA programmatic websites.

FUNDRAISING GOALS INITIATIVE

Designated diversity and inclusion as strategic priorities for fundraising purposes. Worked with the Wisconsin Foundation and Alumni Association (WFAA) to hire the first ever Director of Development for Diversity and the DDEEA. Also secured \$14.7M in donor gifts, another \$1M with grant renewal for the Federal TRIO Program plus a new \$1.2M STEM TRIO Grant totaling \$17M+ in additional resources to continue the work of various programs and units.

SHARED GOVERNANCE INITIATIVE

Strengthened Coordination of Shared Governance Committees by utilizing the governance process that lead to resolutions for faculty and academic staff to commit to ongoing professional development as it relates to diversity, equity and inclusion and the creation of an institutional statement on our commitment to diversity, equity and inclusion endorsed by all employee governance groups.

DIVERSITY INVENTORY PROJECT INITIATIVE

Diversity Inventory Project (DIP) Developed a searchable online database of UW-Madison’s diversity initiatives to help **improve the coordination, planning, and visibility of the university’s diversity programs, events, resources and research amongst the campus community.**

Goals of the Framework:

- 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

Overview of R.E.E.L. Model:

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**)

Implementation:



Institutional Statement on Diversity

“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.”

R.E.E.L.



Division of Diversity, Equity & Educational Achievement
UNIVERSITY OF WISCONSIN-MADISON