



CAMPUS CLIMATE PROGRESS REPORT — FALL 2022

UW–Madison is committed to creating an inclusive environment that enables all students, faculty and staff to thrive. Since 2014, this work has been guided by the campus [Diversity Framework](#) and its 10-year implementation plan, [R.E.E.L. Change](#). As the final two years of the plan are enacted, the campus reaffirms its commitment to this work, continuing to focus on the following four priorities as reflected in this progress report:

- **Build a culture of organizational learning** that promotes the principles of equity, diversity, inclusion and belonging;
- **Foster a culture of belonging** to enhance the recruitment and retention of students, staff and faculty, especially those from underrepresented populations;
- **Facilitate an effective model of distributed strategic diversity leadership** for shared visioning and implementation;
- **Utilize and maximize data** to inform equity-minded policies, practices, and decision-making.

Individuals and groups from across campus have embraced this work and devoted significant time and energy to moving the campus forward. Below are just a few recent examples of these efforts.

CULTURE OF ORGANIZATIONAL LEARNING

Public History Project exhibit to open Sept. 12

The [Public History Project](#) is a multiyear effort commissioned by former Chancellor Rebecca Blank to uncover and give voice to those who experienced and challenged bigotry and exclusion on campus and who, through their courage, resilience and actions, have made the university a better place. The project grew out of a [campus study group](#) that looked into the history of two UW–Madison student organizations in the early 1920s that bore the name of the Ku Klux Klan. The project will culminate this fall with an exhibit at the Chazen Museum of Art from Sept. 12 to Dec. 23.

Inclusive Communications Guide developed

University Relations developed an [Inclusive Communications Guide](#) in collaboration with the Division of Diversity, Equity and Educational Achievement (DDEEA) and UW–Madison Student Affairs. The guide is a resource to promote authentic, respectful and purposeful communications across campus.

Indigenous histories mapping project underway

Kasey Keeler, an assistant professor of civil society & community studies and American Indian studies, is leading a new [interdisciplinary effort to collect](#) Indigenous-centered stories from UW and DeJope community members. The project will create a digital story map that allows users to explore important Ho-Chunk sites and Indigenous places of UW and Madison on a self-guided tour.

CULTURE OF BELONGING

Divine Nine Garden Plaza unveiled

Hundreds of people gathered May 7 for the unveiling of the [Divine Nine Garden Plaza](#) on East Campus Mall. The title refers to the nine historically Black fraternities and sororities — known as the Divine Nine — that make up the National Pan-Hellenic Council. The plaza honors and acknowledges the achievements and contributions of these groups nationally and on the UW–Madison campus. Crucial momentum for the project came from the Student Inclusion Coalition (SIC), an advocacy group that formed in 2019 in response to a history of exclusionary practices on campus, including a homecoming video that excluded a group of students of color who had participated in the filming. Many of SIC’s members are affiliated with historically Black fraternities and sororities. More than \$275,000 was raised for the plaza’s construction.

Raimey-Noland Campaign exceeding expectations

[In March 2021](#), UW–Madison and the Wisconsin Foundation and Alumni Association launched the [Raimey-Noland Campaign](#), which raises money to support diversity and inclusion efforts across campus. It is named for the first known African American woman and man to graduate from UW–Madison, Mabel Watson Raimey and William Smith Noland. To date, the campaign has secured more than \$96 million in gift commitments — far surpassing initial hopes for the campaign.

Identity spaces expand

One way the university fosters a sense of belonging for students is through spaces where students from similar backgrounds can find one another and create a sense of community. Several of these spaces, like the Indigenous Student Center (formerly the American Indian Student and Cultural Center) and the Gender and Sexuality Campus Center, have long histories on campus. Others are newer or just being developed. During the spring 2022 semester, the Wisconsin School of Business opened a [Multicultural Center](#) encompassing two spaces in Grainger Hall designed to promote diversity, equity, and inclusion throughout the school. Meanwhile, the McBurney Disability Resource Center is working with students to develop a Disability Cultural Center.

New program introduces students to grad school


In June, the School of Human Ecology held its [inaugural Equity & Justice Network Summer Institute](#). The program welcomed a cohort of rising juniors and seniors from historically Black colleges and universities for an immersive introduction to graduate-level education. During their five-day visit to Madison, the students met with Human Ecology faculty, graduate students, and academic leaders, and participated in tours, talks, workshops and a field trip to sites in the Milwaukee area.

UW South Madison Partnership deepens connections

The UW South Madison Partnership marked its seventh anniversary in February by celebrating the [official opening of its greatly expanded space](#) at The Village on Park, 2238 S. Park St. in Madison. The partnership connects UW–Madison with an area of the city whose residents historically have had less access to university programs and resources. During the fall 2021 semester, the site averaged 1,300 visitors a month and 83 hours of use each week.

Historic partnership renewed

In June, UW–Madison leaders, including interim Chancellor Karl Scholz, traveled to the College of Menominee Nation (CMN) for the signing of the latest iteration of a [student transfer agreement](#)



with President Christopher Caldwell. The agreement allows a qualified liberal studies student to begin postsecondary education as a freshman at CMN and be guaranteed admission as a transfer student at UW–Madison after completing three academic years, or 60 transferable credits. This marks the third time CMN and UW–Madison have renewed this historic contract since 2007.

Center for DREAMers is immersed in outreach

In October 2021, UW Law School [launched the Center for DREAMers](#), with a grant through the Baldwin Wisconsin Idea Endowment. The Center empowers DACA students to achieve their higher education goals in Wisconsin through access to culturally responsive legal representation, social services, educational and career services. By the spring semester, the center was immersed in outreach efforts and projects to make resources to this group more readily available, including free legal clinics.

Website centralizes disability and accessibility resources

In May, a new website debuted that centralizes the university’s disability and accessibility resource information into a single location — [Accessibility@UW–Madison](#). The goal is to ensure that faculty, staff and students have the tools and resources to fulfill the university’s shared responsibility for creating an inclusive, accessible environment.

Veterinary Medicine hosts regional diversity summit

The School of Veterinary Medicine hosted the [Iverson Bell Midwest Regional Diversity Summit](#) on May 20–22. The biennial summit, first hosted by Purdue University in 1972, is named for the first African American veterinarian to hold the position of vice president in the American Veterinary Medical Association.

DISTRIBUTED LEADERSHIP MODEL

DDEEA strengthens leadership team

The DDEEA welcomed two new assistant vice provosts in June: Catherine Chan, assistant vice provost for high impact practices; and Raul A. Leon, assistant vice provost for student engagement and scholarship programs and executive director of the Mercile J. Lee Scholars Program. Chan will collaborate with schools, colleges, and divisions to build strategic partnerships that enhance DDEEA student experiences in areas such as undergraduate research, global learning, service and community-based learning, internships and student employment. Leon will oversee undergraduate scholarship programs administered by the DDEEA, including the First Wave Hip Hop & Urban Arts Scholarship Program, the Posse program, the Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), and the Mercile J. Lee Scholars Program, which includes the Chancellor’s and Powers-Knapp scholarships.

EDIB officers advance goals across campus

As of this fall, each of the 12 largest academic schools and colleges at UW–Madison now employs an administrator in a high-level role dedicated to equity, diversity, inclusion and belonging (EDIB) — a first for the university. These leaders collaborate with the chief diversity officer to adapt the campus’ vision of belonging to the unique, varying needs of their schools and colleges. Several of these positions are new within the last 18 months, including inaugural associate dean positions at the College of Letters & Science, the College of Engineering, the College of Agricultural and Life Sciences, the Law School, and the School of Medicine and Public Health.



Athletics elevates EDIB position

UW Athletics has created the position of assistant athletics director for diversity & inclusion. Under the direction of the deputy athletic director, the new hire will lead the Division of Intercollegiate Athletics' programming and diversity-related efforts for student-athletes, coaches, and the administration. The department began the search for the new position in July.

Student organizations can access cultural training

All primary contacts of registered student organizations (RSO) will have access this fall to an online cultural competency training program developed by the Center for Leadership & Involvement in Student Affairs. The training is based on the "Our Wisconsin" inclusion education program required for all new undergraduates. RSO leaders who take the training will be provided with educational content and scenarios and then given time to reflect on how to best support their peers in similar situations.

USE OF DATA IN DECISION-MAKING

Initial results of 2021 Campus Climate Survey released

In May 2022, the university [reported initial results](#) of the 2021 Campus Climate Survey for students. Most respondents from nearly all backgrounds found UW–Madison to be a safe, welcoming, and respectful place, though gaps in the campus experience persist. Students from historically underrepresented and marginalized groups, while reporting an overall positive experience on campus, rated the campus climate less highly than their peers. The results overall were stable from fall 2016, the last time the campuswide student climate survey was conducted. A full analysis of the data is in progress, and a task force will provide recommendations based on the survey results this fall.

UWPD joins pledge to advance women in policing

The UW–Madison Police Department is supporting the "30x30 Initiative" — an effort to increase the representation of [women in police departments](#) to at least 30% by 2030. Nationally, women make up only 12% of sworn officers. UWPD has already surpassed that with 24% but acknowledges that there is more work to be done.

TOP continues its hiring success

Since 2018, the TOP Program has provided academic departments with financial support from the central administration to pursue and hire outstanding individuals who will greatly enhance a department's quality and diversity. During the 2021-22 academic year, the Office of the Provost authorized 34 TOP positions, of which 17 have been successfully recruited so far, helping to diversify the faculty in most schools and colleges and across the institution.

Faculty and staff surveyed about work environment

In addition to the student Campus Climate Survey, faculty and staff were asked about a broad range of work issues, including campus climate-related topics, on separate but similar surveys this past spring. The Women in Science & Engineering Leadership Institute (WISELI) implemented the latest iteration of its longitudinal faculty survey, called the "[Study of Faculty Worklife at UW–Madison](#)." The Office of the Provost and the Office of the Vice Chancellor for Finance and Administration initiated the 2022 [UW–Madison Staff Climate Survey](#). Results of both surveys are being analyzed and will be shared with the campus when completed.