



Improving Campus Climate

Equity and Diversity Resource Center-Generated and Collaborative Campus-wide Diversity Education Initiatives

- ✓ The Leadership Institute: Personal, professional, and institutional change initiative open to faculty, classified and academic staff, and administrators. This is an academic year long initiative which addresses two central goals articulated in the University's mission and vision for the future: the development of human resources, and the creation of a campus environment respectful of its diverse membership. The Leadership Institute aims to transform the campus climate and environment through thought-provoking readings, critical reflection and discussion, and intensive diversity-grounded experiential learning. It offers a diverse group of people exposure to experiences, knowledge, and skills related to leadership. Unlike conventional leadership programs, which tend to focus on roles and how to match skills to these roles, LIP broadly conceives leadership as a way of being that is not narrowly relevant to upper level positions. The approach is guided by an overall philosophy of openness as a method and as an outcome.
- ✓ Seeking Educational Equity and Diversity (SEED) Seminar, (in collaboration with the Vice Chancellor for Student Affairs Office) is a nine month learning community for faculty, academic and classified staff, and administrators, interested in multicultural and gender-balanced scholarship and its implications for more inclusive curricula and teaching methods.
- ✓ Seeking Educational Equity and Diversity by Experienced Doers (SEEDED) is a nine month learning community for faculty, staff and administrators. SEEDED is held once a month for three hours. Participants explore and identify strategies for creating teaching, learning environments that promote excellence for all. The seminar provides a respectful learning community for deepening ones knowledge and building capacities for developing effective practices—practices that will collectively move us forward to design and develop inclusive teaching and learning environments and pedagogies.
- ✓ Excellence Through Diversity Institute is a pilot initiative launched in Fall 2002. It is an intensive, nine month long, train-the-trainers/facilitators learning community and organizational change support network focused on creating and sustaining authentically inclusive and responsive teaching, learning and working environments that are conducive to success for all. The Institute is open to faculty, staff and administrators.

- ✓ Student Seeking Educational Equity and Diversity (SEED) is a pilot seminar launched in Spring 2003 for undergraduate students who receive two credits for participating in this weekly seminar. This seminar is offered in collaboration with University Health Services and Vice Chancellor for Student Affairs Office.
- ✓ Retention Action Program: (Coffee Hour and Monday Movies in collaboration with Professor Richard Davis). Train facilitators and facilitate Coffee Hour programs and movie discussion for faculty, staff, and students. The programs are designed to enhance our awareness of campus climate issues and provide a forum for dialogue.
- ✓ Manager and Supervisor Development Series (MSD) and Peak Performance Conference. Three seminars are offered each year. This seminar employs the intercultural and cross-cultural communications curriculum. Participants develop skills and strategies for building inclusive workplaces.
- ✓ Developing Inclusive Curricula and Classroom Environments - Consultation. This calendar-year, one-on-one consultation is provided to units/departments on an on-going basis. Collaborative partnerships have been developed with the School of Social Work, College of Engineering, School of Human Ecology, School of Pharmacy, School of Education, Department of Counseling Psychology, and the Physical Therapy Program.
- ✓ K-12 Teachers: Professional development training on inclusive curriculum and classroom processes is offered twice yearly. Training assists teachers to develop multicultural curricula and build their cross-cultural and intercultural communication skills. This is a long-term initiative (three to five years) designed to increase the number of students entering the University who come with enhanced skills for learning and living effectively on a campus that values and affirms diversity.
- ✓ Intercultural Communication Seminars: Open to all on campus and in the community. The learning objective for these seminars is to enhance and build communication skills for the 21st Century. (See web site for workshop list at www.wisc.edu/edrc).
- ✓ The DLR (Division Level Representatives) Education Program: A disability-related program for DLRs designated by Deans and Directors to be responsible for employee disability matters in their divisions. In addition to dissemination of disability policies and procedures, the program provides a technical assistance manual and workshops each year to DLRs. The workshops are a forum for ADA compliance and climate education. Recent expansion of program objectives included publication of a brochure that was distributed to all employees, managers, and supervisors on rights and responsibilities under the ADA (Americans with Disabilities Act) and the creation of a disability web site. Broader dissemination of ADA compliance and climate issues is in progress through the addition of DLR workshop summaries to be made available to every employee, manager, and supervisor through the web site.

- ✓ Manager/Supervisor Development Series (MSD 801, Session 1, "Understanding Self, Others, and Supervisory Relationships" and MSD 102, Effective Supervision): This series is offered several times a year to classified and academic staff managers and supervisors. MSD 801 incorporates the intercultural communications curriculum. MSD 102 addresses diversity, sexual harassment, and disability-related employment matters.
- ✓ Sexual Harassment Information Project. A campus-wide initiative designed to educate faculty, staff, and students about sexual harassment, consensual relationships, their impact on work and learning environments, and the available campus resources which address these issues. A web site supplements the information provided in the presentations. The project has been developed and implemented collaboratively by EDRC, the Office of the Provost, the Committee on Women in the University, the Office of Administrative Legal Services, the Employee Assistance Office, the Office of Human Resource Development, and the Office of the Secretary of the Faculty.
- ✓ Graduate Assistants' Equity Workshops: Since 1990, these sessions have been offered to Teaching and Project Assistants. They provide information about laws and policies that define rights, responsibilities, and expectations for employees and the opportunity to explore the practical application of these laws and policies to classroom and learning environments. Presented by staff from EDRC and the McBurney Disability Resource Center.
- ✓ Graduate Assistants' Equity Workshops: Skill-building workshops for developing multicultural pedagogies and classroom processes open to ALL new Teaching Assistants and Project Assistants.

EDRC Diversity Education Program presenters:

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 Nancy Malz, Disability Coordinator/Employment
 Seema Kapani, Diversity Education Coordinator/Leadership Institute Director
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