

UW-Madison Diversity/Inclusion Resources for Faculty & Staff
August 31, 2016

This is NOT an exhaustive list of campus colleagues who are skilled and able to provide facilitation and lead workshops/training sessions. You are encouraged to connect with school/college Equity and Diversity Committee members as well as the resources listed in this packet should you seek assistance in planning diversity and inclusion activities for your unit.

Specific programs/workshops for individuals or groups of faculty/staff

Breaking the Bias Habit

The Women in Science and Engineering Leadership Institute (WISELI) is preparing to offer a general 3-hour workshops about unconscious bias, covering race/ethnicity, gender, LGBT and disability issues to campus departments. Pilots will occur in fall 2016, and be made available to a broader set of departments in spring of 2017 and in 2017-18. Faculty and staff who complete the general 3-hour workshop will be eligible to participate in future 1-hour special topics workshops on more specific issues, such as “reducing bias in classroom teaching”, and “new implicit bias literature.” To explore participation in workshops for your department, please contact wisely@engr.wisc.edu. See also: <http://wiseli.engr.wisc.edu/breakingbias.php>

SEED (Seeking Educational Equity and Diversity)

S.E.E.D. is a national project on inclusive curriculum coordinated by Peggy McIntosh and Emily Style. This seminar provides a unique opportunity for participants to meet in a safe and respectful environment to discuss and develop strategies for building inclusive curricula and classrooms. Using readings, videos, reflective writing and group work, we will discuss the impact of race, class, gender, age, ability, sexual orientation and other defining aspects of our identity on teaching and learning. [Dr. Seema Kapani](#), Learning Communities for Institutional Change and Excellent (LCICE), Div. of Diversity, Equity and Educational Achievement. (262-6284).

Leadership Institute

9-month long program where participants engage in weekly, sustained dialogue with campus colleagues to develop leadership capacities to effectively interact with members of our community across multiple social identities and build open, dynamic, and respectful working and learning environments for all. Facilitated small and large group dialogues, reflective writing, readings, and activities. Contact: Seema Kapani (LCICE).

Office of Talent Management, in the Office of Human Resources

Provides faculty and staff, including supervisors, with a wide range of resources, including professional development and leadership to cultivate individual and organizational excellence, in order to create a healthy, inclusive, engaging work environment. www.talent.wisc.edu

Engagement, Inclusion, and Diversity (EID) Consultation & training

Nai-Fen Su, EID Coordinator works with campus units to foster and create an engaging, inclusive and diverse academic and work environment. She provides consultation and training, including EID assessment, EID strategic planning, EID program implementation/evaluation. Contact: *Nai-Fen Su*, naifen.su@wisc.edu, 608-262-5331.

Seminars, workshops and conferences

Contact: *Lynn Freeman, PhD, Director, Learning & Talent Development, lynn.freeman@wisc.edu ; 608-890-4398*

- **Thrive@ UW** – Thrive @ UW-Madison provides you with important tools to help you communicate with others and gain a better understanding of yourself and your organization, including ‘Creating Inclusive Environments’, ‘Thriving in a Time of Change,’ and ‘Building & Managing Relationships.’
- **Building Inclusion@UW** – Building Inclusion@UW is designed to provide you organizational development around inclusion, diversity and engagement; including consultation, workshops and seminars.
- **Fully Prepared to Manage** - Fully Prepared to Manage provides you with specific supervisory and management skills ranging from personnel policies to interpersonal relationships.
- **Fully Prepared to Lead** - Fully Prepared to Lead develops your ability to positively influence people around you at any employee level.
- **Conferences & Special Events** – focus/topics vary depending on event, refer to website. All conferences include ‘tracks’ on inclusion, diversity and engagement relevant to the overall event focus/topic.

The Division of Continuing Studies offers an array of professional development courses and workshops (<http://continuingstudies.wisc.edu/professional-development.html>), including:

- Listening for a Change: Skills for Dialogue
- Mastering Facilitation for Cross-Cultural Groups and Global Teams
- Leading and Managing from the Middle
- Honoring Our Common Differences: Leadership for Inclusivity
- Our Minds at Work: Diversity in Perceptual Thinking Patterns

Examples of broader school/college/division level initiatives¹

The following are examples of initiatives in units across campus, which are led by campus colleagues. Please do not hesitate to reach out to the contact people listed if you are interested in learning more about the efforts described below.

“Breaking the Bias Habit”

College of Engineering partnering with Women in Science and Engineering Leadership Institute (WISELI) to provide this workshop for faculty in 2016-17. The workshop, focusing on implicit racial bias, will demonstrate how bias can influence interactions and assessments in classrooms and workplaces, despite strong commitments to equity and fairness.

Contact: Jennifer Sheridan, Jennifer.sheridan@wisc.edu, 263-1445.

Climate Committee in the Div. of Continuing Studies

Working to create grassroots programs. Analyzing data from 2015 DCS Climate Survey.

Contact: Jeff Russell, Dean, DCS, Jeffrey.russell@wisc.edu, 890-2318.

Collaboration with *Allies for Change*:

Involved in an NSF project in collaboration with *Allies for Change*, to explore the impact of privilege and oppression (see: www.alliesforchange.org).

Contact: Professor Beth Graue (Dept. of Curriculum and Instruction), beth.graue@wisc.edu.

Cultural Competency Initiatives – Wisconsin School of Business Cultural Competence Workshops and Monthly Lunch & Learn

Initiatives connect research with experience and knowledge of faculty, staff, students and alumni to increase awareness and build community. Topics include unconscious bias, diverse cultures and traditions, and inclusive leadership.

Contact: Binu Palta Hill, Dir. of Diversity & Inclusion, Wisconsin School of Business, bhill@bus.wisc.edu, 263-3462.

Cultural Diversity Awareness Training for Research Mentors

Created a six-hour training to teach research mentors how cultural beliefs, diversity, worldviews, and identities influence research mentoring relationships; to acknowledge the impact of conscious and unconscious assumptions, privilege, stereotype-threat, and biases on mentoring relationships; evidence-based strategies using case studies to reduce and counteract the impact of biases, stereotype threat, and privilege; and to develop a plan to become a more culturally aware mentor.

Contacts: Christine Pfund (Christine.pfund@wisc.edu), Prof. Angela Byars-Winston (ambwinst@medicine.wisc.edu), Wisconsin Center for Education Research (WCER).

Culturally Competent Practices for Working with Students of Color

Offers a set of culturally competent practices for working with students of color. Gave workshop to several L&S depts., providing cultural competency training for the SOAR Peer Advisors, and conducted a series of workshops with STEM faculty (U of Delaware) to promote cultural competency in their teaching and mentoring. Rachel Winkle-Wagner, Dept. of Educational Leadership and Policy Analysis, winklewagner@wisc.edu.

¹ Many of these examples were submitted by academic deans in late Spring of 2016.

Diversity Dialogues (DD): Pedagogy of Difficulty Dialogues.

A process used by more than 5K students and members of the community to bring together people who might not otherwise have contact. Includes structured, well-tested “warm up” activities designed to promote honest dialogue and active listening. The central focus of DD is sharing and listening to each other’s difficult or awkward interactions related to diversity, and reflecting on how these interactions might have been handled differently. Professor Steve Quintana, Dept. of Counseling Psychology, Stephen.quintana@wisc.edu.

Engagement, Inclusion and Diversity (EID) Initiative

The Vice Chancellor for Finance and Administration’s initiative to address campus priorities of recruiting and retaining the best faculty and staff and enhancing diversity to ensure excellence in education and research. The VCFA units are working collaboratively to foster an environment of respect and inclusiveness through opportunities for employee engagement. They also are increasing staff awareness and competencies around EID issues and are measuring and evaluating progress toward EID goals.

Contact: Scott Hildebrand, Office of the Vice Chancellor for Finance and Administration, scott.hildebrand@wisc.edu. See: <https://www.vc.wisc.edu/EIDcouncil.htm>.

Equity Process for reducing bias and exclusion in planning processes

The Equity Process was developed by a faculty member in the Dept. of Educational Leadership and Policy Analysis (ELPA) and adopted by the School of Education Equity and Diversity Committee. Professor Colleen Capper, ELPA, capper@education.wisc.edu

Faculty Success Program – National Center for Faculty Development & Diversity

Faculty member has served as Head Coach for this program, since 2013. She selects & trains the 58 certified FSP coaches to mentor diverse faculty and postdoctoral fellows to success in academic careers. Prof. Mindi Thompson, Dept. of Counseling Psychology, [mntompson@wisc.edu](mailto:mnthompson@wisc.edu).

Interventions to Reduce Racial Bias

Presentations on unconscious bias and prejudice reduction. She has provided consultation and in-service training to the Madison Police Dept. on this issue. Post-doc and others may be available to further develop studies for this campus. Contact: Patricia Devine, Dept. of Psychology, pgdevine@wisc.edu.

Madison Teaching & Learning Excellence (MTLE), the Delta Program in Research, Teaching and Learning, and the Multicultural Student Center (MSC)

Developed a 4-week series of discussions for faculty to address the academic achievement gap, bias, stereotype threat and microaggressions, as well as inclusive teaching practices. The program has been used for several years with positive feedback from participants. Meetings occur weekly, for 1 or 1.5 hours.

In fall, 2016, new pilot sessions will be developed around issues of inclusion and diversity in the classroom. Contact: Donald Gillian-Daniel; Researcher, Wisconsin Center for Education Research & Educational Leadership & Policy Analysis, dldaniel@wisc.edu.

Racial Prejudice/Reducing Racism

Workshops taught by Prof. Markus Brauer, Dept. of Psychology, markus.brauer@wisc.edu.

Respect in the Workplace workshop

Offered by Jenny Kvistad, HR Director in the Div. of Information Technology. Contact: Jenny Kvistad, 26207882, jennier.kvistad@doit.wisc.edu, 262-7882.

Respect in the Workplace workshops

Offered by the Employee Assistance Office

See: <http://eao.wisc.edu/topics.htm>. Contact: Sherry Boeger, Director, sherry.boeger@wisc.edu, 263-2987

Unconscious Bias in Academic Medicine - New provider orientation session

Offered by the School of Medicine and Public Health, session provides an introduction to the concept of unconscious bias that combines fundamental psychological approaches like stereotype threat, unintentional blindness, and selective attention, along with more classical diversity approaches with an emphasis on micro-advantages and micro-inequities. Also offered for community building and staff retreat. Contact: Dr. Brian Gittens, Assoc. Dean for HR, SMPH, bgittens@wisc.edu, 265-9441.

Universal Design

Workshops taught by Prof. Morton Gernsbacher, Dept. of Psychology, magernsb@wisc.edu.

Resources for Graduate Students/Teaching Assistants**Graduate Assistants' Equity Workshops**

Workshops for graduate students who will hold assistantships (PA, TA, etc.). Covers Title IX, strategies, for inclusive instruction, accommodations, preventing sexual & intimate partner violence, other laws and policies, as well as utilizes performances from the Theatre for Cultural and Social Awareness. Contact: Office for Equity and Diversity, 179 A Bascom Hall, 263-2378.

Graduate Student Diversity Training

The Graduate School is working to offer online training for graduate students, sponsor events related to diversity and inclusions, and other new initiatives. Contact: LaRuth McAfee, Asst. Dean for Diversity, Inclusion and Funding in the Graduate School, laruth.mcafee@wisc.edu, 265-2906.

Improve Pedagogy for Teaching Assistants

Faculty submitted proposal, in partnership w/ ELPA, Afro American Studies and Sociology, to train doctoral students who are studying race, ethnicity, inequality and education; offer improved pedagogical training for graduate students who TA courses that deal with race, ethnicity and other forms of cultural difference; coordinate training across departments, while leveraging existing programs for doctoral students. Contact: Dept. of Educational Policy Studies, Prof. Bianca Baldrige (bbaldrige@wisc.edu), and Prof. Linn Posey-Maddox (lposey@wisc.edu).

“Teaching Race” workshops

Dept. of Sociology involved in workshops on issues in teaching about race, where a significant part of the discussion involved contextualizing the presentation of data on racial differences, as well as remembering the positionality of different the students in the room. Contact: Dept. of Sociology, Professor Pam Oliver (pamela.oliver@wisc.edu).