

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Thursday, April 21, 2016 8:45:34 PM

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**What is your affiliation with UW-Madison? For group submissions, please respond for main contact.**

- Academic Staff

**Describe the concept. If already in use here or elsewhere, please indicate this.**

One of the most challenging issues of improving campus climate with respect to diversity and inclusion, is that when opportunities for participating in training and professional development are offered, typically the only members of our community who attend are those who already value diversity and who wish to improve their attitudes/actions in creating a more inclusive environment. How do we avoid 'preaching to the choir' and offer training to those members of our community who most need this type of training?

I propose the addition of participation in diversity and inclusion professional development training to position descriptions and annual performance reviews for all UW-Madison faculty and staff. I acknowledge that this is a tall order and will likely take many years to implement given faculty and staff governance procedures and the size of our institution. However, with the current HR Redesign in progress, and the rollout of the R.E.E.L. Diversity Framework implementation plan, I believe there is no better opportunity, and no better time, than right now.

I propose the creation of a toolkit which individual department/program HR offices could adopt, with an ultimate goal of campus-wide adoption of the program modeled on individual department successes. As part of this program (and in alignment with R.E.E.L. Initiative 8), a website or database with a list of diversity and inclusion training opportunities available on campus or in the surrounding community would be created.

The first year of program adoption would include promoting this list of diversity/inclusion training opportunities, and working to integrate responsibilities for diversity and inclusion into individual position descriptions, unit core competencies, and strategic planning. The second year of the program would include promotion of the opportunities list, with the addition of language and criteria to include in annual performance reviews. In addition to promotional materials to share with faculty/staff related to training opportunities, the aforementioned toolkit would also include examples, strategies, and contact information for departments that had already successfully implemented this program (e.g. College Library).

This proposal aligns with the R.E.E.L. Diversity Framework implementation plan Initiative 8: Equip campus with an online database of UW-Madison diversity resources; Initiative 11: Equip faculty, staff, and teaching assistants with professional development programming regarding evidence-based, student-centered, inclusive teaching practices; Initiative 12: Engage all campus units to standardize the practice of including specific goals for diversity in their strategic planning (i.e. Recruitment and Retention, Equitable Access, Climate and Engagement, Equitable Treatment, and Individual Capacity Building); and Initiative 17: Identify current diversity and inclusion-related professional development opportunities. Evaluate the efficacy, identify unmet needs, and build individual and organizational capacities (i.e.

WISELI, LCICE, OHRD, etc.).

**How would this affect cultural change on campus?**

I believe one of the key aspects missing from diversity and inclusion efforts on this campus is accountability. In my short time on this campus, I have experienced and observed numerous incidents of homophobic, racist, and gender-based discriminatory behavior with little or no accountability for the perpetrators (even when reported through official channels). By empowering individual departments to include accountability for personal development of diversity and inclusion competencies within their performance reviews, we can build a scaffolding for success that can ultimately reach across campus. Additionally, by including an accountability aspect for diversity and inclusion, we are expressing as a University community that this is a core competency with which we expect ALL members of our community to engage. These are core values for which we are ALL responsible, and which we must all work to instill in our students.

**For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?**

This idea is not new, though it would be implemented on a much larger scale. Beginning this year, College Library has added participation in diversity and inclusion professional development opportunities to all staff position descriptions and performance reviews. In preparation for this accountability aspect, the director of the library (Carrie Kruse) has provided her staff with multiple learning/training opportunities throughout the years leading up to implementation and continuing into the future. By documenting this process and sharing the documentation and supporting resources as a toolkit, individual departments and programs can be empowered to adopt and adapt this program, share successes, and encourage wider adoption on campus.

**What resources would be needed to implement your suggestion?**

1) Web space and employee time to collate and collect diversity and inclusion-related training opportunities currently offered on the UW-Madison campus and within the wider community. 2) Staff time to develop documentation of successful models, and toolkit for implementation. 3) Funding for additional diversity and inclusion training opportunities and to bring in external speakers, facilitators, or trainers.

**If this proposal was developed in partnership with any other organizations, please list them below.**

None, though I have consulted with the director of College Library, Carrie Kruse, on the model that College Library has implemented.

**Please use this space for any additional information about your proposal that you wish to share:**

I would highly encourage you to contact the director of College Library, Carrie Kruse, regarding how she has created a culture of inclusion among her staff in College Library, and on the effects this has had on their interactions with students and in establishing an environment that communicates these values to other UW-Madison faculty, staff and students. Thank you sincerely for your consideration.