

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Tuesday, April 19, 2016 1:12:01 PM

First name:

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

- Faculty

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

We are currently developing a year long multicultural lunch listen and learn (LLL) series for the UW-Madison School of Nursing. This will be a year long initiative that will engage only faculty and staff to build intentional community, shared language, action steps, and to learn about "blind spots" (JoHari window) and how to address them. Topics will include: racism and microaggressions; social identities and intersectionality; power and privilege in the classroom; power and privilege in health care; and more.

How would this affect cultural change on campus?

Because the School of Nursing recently conducted a climate survey with a high response rate (74%), we plan to take a lead on campus to show how we are taking action on many of the recommendations from the climate survey. One of these recommendations was to develop cultural competency training that is ongoing (not just "one day") specifically for faculty and staff. The series is going to be one option that the Dean, Associate Deans, Faculty senators, and Director of Diversity offer to the entire School. This will also impact the nursing curriculum moving forward as we are doing an overhaul of the curriculum, and all faculty/staff will be impacted.

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?

We have already piloted numerous lunch and learns, interprofessional dialogue regarding racism on campus, and other events. This series will fit nicely with the ongoing support, and be in direct alignment with many of the objectives of the School of Nursing Equity/Diversity Committee, but also

What resources would be needed to implement your suggestion?

We will need to fund food at every event, and also pay for outside speakers for occasional workshops. It may also include summer funding for Mel Freitag to develop the curriculum for the year long workshops, which will be available 2016-17.

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

We plan to build in some community members as speakers, including the Literacy Network, the Muslim Community Center, the Transgender Health Coalition, and the Allied Drive Wellness Center. In addition to the community, we also will rely on campus partners such as the LGBT Campus Center and the Multicultural Student Center to develop and co-lead some of these monthly workshops.

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

You hear arguments often about cultural competency for students, but sometimes the conversations that are really the most difficult are amongst faculty and staff. In order to truly change curriculum and institutional practices, the faculty and staff who are the foundation of the University need to develop real cultural competency skills, shared language, and practices to apply to their classrooms and communities. The School of Nursing would like to take a lead in assuring that all of our faculty and staff will receive continuous cultural competency training over an entire academic year.