

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Sunday, April 17, 2016 1:50:05 PM

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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.**

1. There is a lack of Diversity news, highlights and success on campus. Communication is key for climate to improve.
2. No prominent Diversity Tab on ALL campus websites and departmental websites.
3. Particularly in CALS, I have the ONLY department that even has a diversity committee (of which I started) that deals with climate and retention issues locally. This needs to change to even make a dent on issues that each department needs to improve. Having such a committee can do work not only to train the faculty and staff but provide support for both undergrads and grads. And these people should be visible. I do this myself now and I'm overwhelmed with underrepresented students coming to me for help.
4. CALS does not even have a Diversity Dean and is much needed given the great NEED. Other colleges do (like Engineering) but to me if it was important then all colleges should have this.
5. Lack of funding to help underrepresented students succeed.
6. Lack of funding to provide staff and support (like an office of Diversity in each college) to provide help for our underrepresented students, staff and faculty across campus (some colleges have it, some don't). I see this happening locally in departments then at the college level and beyond.

All faculty, staff and students need to be trained on diversity and cultural competency, if they want to work here and be a part of our campus (in my opinion). I suggest having this every 3 years (for faculty/staff for example) you have to attend a training seminar about diversity related issues. If this was done, you'd make a dent and create more dialog around how to solve the problems. Then students would have to be trained as well.

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

There are many other places where changing the focus on diversity at the local level can make big differences. But this needs to come from the top down. I've been saying this for years but still I'm the only faculty who chairs a diversity committee within CALS, for example. If diversity is important to everyone, then why don't departments establish such a position to help students. If the Chancellor cared and made this a priority then colleges and departments would follow suit. Just my opinion but I know we do have very passionate people on our campus that would love to do things but just can't find either the money or support to do so.

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

Financial Resources for the creation of and hiring of individuals to serve in diversity roles across schools and colleges and departments would need to be provided. Training would need to be created/scaled up to be able to be offered to all faculty and staff on a 3 year basis.

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

Equity and Diversity in CALS