

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 1:35:14 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.

The idea for this proposal follows the arrest of an African American journalism student on April 14, 2016 and a meeting with UWPD Chief Riesling in the School of Journalism & Mass Communication on April 19, 2016 to talk with students, faculty and staff about that incident and racial tensions on campus overall. This proposal is two-fold:

1. Build a system for UWPD personnel to increase their knowledge about students of color and their history on this campus and in the larger society. There are various ways for this to take place, including but not limited to:
 - YWCA Racial Justice Training
 - Madison Wisconsin Institute for the Healing of Racism, Inc.
 - Workshops and speakers on UW campus
 - Readings provided by Afro-American Studies, Chican@/Latin@ Studies, American Indian Studies, Asian American Studies, History, Journalism, and other faculty with expertise in this area. This would also include a writing, reflection, or discussion component for accountability.
 - The idea is that UWPD personnel would participate in some form of education every semester, since the work is ongoing.
2. Develop an advisory board* of UW students, faculty and staff of color that meets 1 -2 times every semester with UWPD leaders to discuss policing policies & procedures and their impact on topics like the following:
 - How are policing decisions made on campus?
 - What rights do students, faculty and staff have on campus and in Madison in regards to interacting with law enforcement officials?
 - What processes are followed when there is a racial incident on campus? How can that process be improved?
 - How can UW best communicate the outcomes of incidents on campus once they have worked their way through the legal system and/or the Dean of Students' Office processes?

*We would need to identify a clear process for forming the advisory board so that student organizations are well and fairly represented, along with faculty and staff. The Chancellor would sit on the advisory board as well.

How would this affect cultural change on campus?

The affect would be to help build trust among students of color and their allies on campus towards the UWPD, help students of color feel heard and feel safer on campus, help UWPD better understand and appreciate and interact with students of color who are an important part of campus culture, and provide ongoing avenues for dialogue so that when racial incidents occur they can be handled in effective and transparent ways.

What resources would be needed to implement your suggestion?

- Paid time for UWPD employees to participate in trainings, workshops, reading/discussions
- Payment for the trainings and workshops
- Meeting budget and designating a point person in the Chancellor's office who is responsible for coordinating these initiatives, working with all of the participants and reporting to the Chancellor and the advisory board
- A system to evaluate and revise the initiatives as they move forward

An estimate of costs (not including paid time for officers to participate in trainings) = \$11,600

Trainings and workshops: 56 UWPD personnel X \$100 per workshop X 2 workshops per year = \$11,200

Meeting budget for advisory board: 4 meetings per year @ \$100 for materials and refreshments = \$400

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

This proposal is being submitted by the Climate Committee in the School of Journalism and Mass Communication:

*Hemant Shah, Professor and Director

*Sue Robinson, Professor

*Michael Wagner, Professor

*Lisa Aarli, Graduate Advisor