

From: [Campus Climate Proposal form](#)
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Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 3:09:01 PM

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Group name (if applicable):

VCRGE Equity and Diversity Committee

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.

Title: Equity and Diversity Orientation

Description: An online tutorial that discusses the UW-Madison's mission and position on Equity, Diversity, Inclusivity and Tolerance on the UW-Madison Campus (and Community). The tutorial will cover topics such as: history, the diverse campus (student, staff, faculty,), the E & D Office, embracing others and consequences of contrary actions and behavior, links to resources, etc.

Audience: all UW-Madison constituents (students, staff, faculty, et al).

Format, Platform and Accessibility: Online via LearnUW (Desire 2 Learn), 24/7. Individuals can log in with their wisc.edu email account.

Opt-out: None, mandatory as part of the on-boarding process for new staff/faculty, SOARS, etc. There are many policies for campus and individual Centers, Dept, etc. that have mandatory tasks that must be completed.

Many campuses across the country have implemented this style of a program, (e.g., <http://www.missouristate.edu/human/training/equity.htm>). The UW-Madison currently offers similar tutorials/classes: Benefit 101, New Employee Orientation, Annual Herpes B Safety Training, etc. This proposal will be more focused than what is currently mentioned in New Employee Orientation.

Presently, there is no such dedicated orientation offered on the UW-Madison campus that reaches ALL UW-Madison constituents. However, there is mandatory training for TA's and PA's; that course is approximately 3 hours, in-person. This is a large time commitment that would not be efficient and more prohibitive to be compliant.

The E & D Orientation tutorial should be approximately 45 minutes with a final quiz/exit survey that will ensure tracking within the LearnUW (D2L). This will be an additional tool to reach out to everyone to augment what campus already has in place.

Further, individual Colleges, Centers, Units, Departments will implement at the 'local' level, added to on-boarding process, in EMS, etc.

How would this affect cultural change on campus?

The goal of this tutorial is to elevate AWARENESS on campus, sending a robust, serious message of the level of commitment of the UW-Madison. This will open communication within and between diverse groups. We are all stakeholders in the effort to diminish intolerance across campus and outward. This is an institution to learn, embrace, and make a positive difference for students, staff, and faculty that will take this message beyond Madison, WI.

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?

A pilot program can be carried out with the representative Centers of the VCRGE. Once assessed, this can be implemented across the board for the UW-Madison, or even UW-System.

What resources would be needed to implement your suggestion?

Resources are in place on campus: email database, LearnUW (D2L), etc. A tutorial could easily be synthesized then placed on the already established LearnUW (Desire 2 Learn) platform. Typically, a PowerPoint is developed and scripted then can be transferred with Articulate, Storyteller, etc. into the LearnUW (D2L) platform.

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

The VCRGE Equity and Diversity Committee

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

It is imperative that the UW-Madison actively demonstrates their continued advocacy for Equity, Diversity, Inclusivity and Tolerance on our campus. We must CHAMPION this effort and this proposal is proactive, easy, trackable for accountability and compliance review with much added value to the initiative already in place.