

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 3:59:10 PM

First name:

Dallas, Harold

Last name:

Riddle, Gates

Email address:

[REDACTED]

Phone number:

Dallas ([REDACTED]) Harold ([REDACTED])

Group name (if applicable):

Midwest Center for Cultural Competence, LLC

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

- Other

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

The Midwest Center for Cultural Competence, LLC offers a conceptual framework that will assist all participants in comprehending and practically applying awareness, knowledge and skills in any given cultural encounter. The framework will also demonstrate to students how to become aware of and identify coded language and racial bias. As well as how to identify their own racial biases and how that affects their actions and the people around them.

The following are the four main components of our proposal:

- 1) Students, faculty and staff will be required/encouraged to take Harvard's Implicit Association Test online (<https://implicit.harvard.edu/implicit/research/>) before attending any workshops or presentations in order to see their racial bias (the results of the test will remain private to the test taker).
- 2) Harold and I share our Cultural Competence and Implicit Bias presentations to faculty/staff and students in an effort to reduce and eliminate any future incidents before they occur. Our presentations would include creating individual cultural competence action plans, group discussion and analyzing and identifying coded language through anonymous transcripts and culture.
- 3) Our presentations could be offered or mandatory to students who have targeted other students of color/religion/gender/sexual orientation etc. as a restorative justice approach. This could include some smaller group work between perpetrators and victims as a method for healing.
- 4) Group workshops and discussion could also be held between students, faculty and staff to restore trust and begin healing.

The following highlights the key objectives of our presentations:

Cultural Competence and Diversity Presentation

Understand dimensions of diversity, culture, and how it affects us in all spheres of life.

Understand the cultural competence continuum.

Understand how you can work towards cultural competence as an individual, a professional, and an organization.

Give you the opportunity to assess your cultural values and beliefs and challenge yourself.

Create a cultural competence action plan.

The Unconscious Absorption of Racial Bias Presentation
Examine the prevalence of racial bias in culture.
Understand how racial bias can be learned unconsciously.
Understand how racial bias can influence behavior.
Understand how use of language can demonstrate racial bias.
Analyze and recognize racially coded language.

How would this affect cultural change on campus?

These workshops are designed to bring awareness and education to the community. By doing this we are able to change the way people think about others who are different from themselves. When we change our thoughts we can begin to change our behaviors.

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?

These workshops are designed to bring awareness and education to the community. By doing this we are able to change the way people think about others who are different from themselves. When we change our thoughts we can begin to change our behaviors.

What resources would be needed to implement your suggestion?

Resources we would need include: a computer, access to PowerPoint, projector, tables and chairs and appropriate meeting space.

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

Our proposal was not developed in partnership with any other organizations.

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

The context of our work would use Mindfulness as a way to process all of the intellectual information that is presented. Within that context the concepts of empathy and compassion would be spelled out and would provide a way for all participants to "transform" their ways of thinking, feeling and acting in cross-cultural situations. Our approach to the "work of becoming culturally competent" is as much internal introspection as it is external. There is research being done that suggests that compassion along with social justice and cultural competence can help us tap into our "common humanity". In other words, these powerful ingredients can assist the University of Wisconsin-Madison in becoming the diverse and inclusive environment that it aspires to be.