

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Tuesday, April 19, 2016 8:05:08 PM

**First name:**

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**Group name (if applicable):**

Hate and Bias Code and Response Initiative

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

- Academic Staff
- Student (including undergraduate, graduate, professional)

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

This proposal would engage a student-led task force to promulgate recommendations for a revision of Nonacademic Conduct Administrative Code Provisions (UWS 17 and UWS 18) (the "Code"), and transparent protocols for official campus response to acts of hate and discrimination.

The Outcomes of his proposal are as follow:

1. Recommendations for revision to the Code, including consequences to violations, specifically related to acts of hate and discrimination on campus.
2. Recommended protocol for official campus response to reported acts of hate and discrimination, to augment existing reporting and response mechanisms for acts of hate and bias.
3. Proposed resolutions to the UW Board of Regents for strengthened commitment to inclusive and zero-hate-tolerance UW-system campuses, and possible adoption of recommended Code provisions and protocols for campus response.

**Key Roles:**

- Academic Staff Member Mary Beth Collins, J.D., M.A., Director of Centers, School of Human Ecology – supervision of law student referenced below, guidance on research and framing background information for student focus groups, facilitate delivery of recommendations to campus units and Regents. (note that Ms. Collins will be able to solicit the input and expertise of School of Human Ecology scholars in effective community-based engagement for processes contemplated in this proposal)
- [REDACTED] – lead role in facilitating student focus groups contemplated in this proposal.
- Additional Academic Staff Member TBD – We will seek an academic staff member within a UW-Madison campus unit that has connections to Big Ten Campuses – assist with gathering information on Big Ten Campus policies and protocols related to acts of hate and bias.
- UW Law Student – Lead role in conducting research related to existing regulatory background necessary (UW's and Big Ten schools Code). The resulting summary will be used to inform focus group discussions. This team member will also assist with appropriate processes for delivery of recommendations for Code changes and to the UW Regents.
- Student Focus Groups – see below.

**Process and participation:**

1. Review of existing Code and current hate and bias reporting and campus response/communication protocols. Seek and collect information from other Big Ten schools about their respective conduct codes and protocols. – Academic Staff Team & Law Student.
2. Summarize background and findings of the review process on Code, internal protocols, and other Big Ten schools – Law Student, with guidance from Academic Staff.
3. Advertise the opportunity to undergraduate students for participation in focus groups. Participants will receive a stipend for time and participation. There will be 4 different groups that will each meet for two 2.5-hour sessions. The sessions will include review of summary of existing regulatory background and findings of the Code of Conduct and communications protocols listed in #2 above. Focus group discussions will lead to recommendations for updates to the Code of Conduct and campus response/communication protocols –Academic Staff Team and Law Student will convene and facilitate groups, which will consist of 15 undergraduate students per group x 4 groups = 60 students.
4. Compilation of recommendations for the three outcomes above from focus group input. Identify and mobilize a core leadership group of undergraduate students from focus groups, willing and able to assist with final draft of outcomes (2 from each focus group) – Academic Staff Team and Law Student will

work with emerging core leadership group of undergraduate students.

5. Deliver recommendations to relevant campus leaders and units, maintaining communications with other campus stakeholders, including student groups – Academic Staff Team and Law Student will work with emerging core leadership group of undergraduate students.

6. Assist campus leaders with possible implementation of the recommendations on campus as well as submitting recommendations to UW Board of Regents. This includes possible assistance from student leadership that would emerge from this process. – Academic Staff Team and Law Student will work with emerging core leadership group of undergraduate students.

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

This proposal addresses three key concerns voiced by students and other members of the UW-Madison community at this time:

1. That UW-Madison does not have adequate or known policies as well as enforcement of such policies for acts of hate and bias on campus. Such deficiency creates an atmosphere that does not discourage acts of hate and bias on campus nor give the student community assurance that UW-Madison is a zero-tolerance environment for acts of hate or bias.
2. That our campus leadership does not have a publicly-understood practice of immediately and consistently responding to acts of hate and bias – within legal limits – pursuant to transparent, stated protocols that resonate with student and campus community concerns.
3. That our campus leadership should have a way to clearly and consistently communicate – within legal limits – about the campus response to each act of hate and bias, emphasizing that hate will not be tolerated and confirming that each act will be addressed according to transparent, stated protocols.

The need for this work is evidenced by the current notable absence in the Code specifications for addressing acts of hate and bias. It is notable that special additional campus policies for instances of sexual assault and alcohol use have been promulgated and publicized to apply in complement to the Code; however, no such parallel campus policies have been provided for instances of acts of hate and bias. Further, no explicit enhancers or special reprimands or consequences (for example, restorative justice approaches, etc.) are included in the Code for conduct violations that are motivated by hate or bias. We are aware that UW has formed a preliminary task force to address these deficiencies. Our proposal is directly aligned with the objectives of such task force. It is our belief that our recommendations will provide much-needed assistance towards addressing such deficiencies. They would not only include a comprehensive revision of the current Codes in other Big Ten Schools, but also include the much-needed voice of our student population at large.

#### 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?

This project would take place in a discrete period of time since it contemplates a review and focus group process that will result in clear, deliverable recommendations.

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

The key resources needed are funds for student focus group participants' stipends and for 1-2 graduate/law students who will help conduct the research and analysis referenced in this proposal. Providing resources for students to have a voice in this process is essential in honoring values and aspirations for improved climate on this campus. The evidence clearly suggests that students most affected by acts of hate and bias and a campus climate that does not feel inclusive for all are also the students most likely to be asked to give of their time and energy to educate others and offer their perspective on a volunteer basis. We believe that an effort such as this one should allow students to give their time on a compensated basis.

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

This proposal was not developed in partnership with any organization. However, one goal of the project is to review and consider Code of Conduct provisions and communication protocols of other Big Ten schools; thus, we will identify a staff member on campus whose work already implicates cooperation with partners in those schools. This will allow for smooth access to representatives on those campuses who can provide background on their schools' respective regulations, examples, successes, and failures.

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

Information from other Big Ten campuses also aligns with the Chancellor's description of actions to be taken by campus leadership, as described in her blog post in March: <https://chancellor.wisc.edu/blog/an-open-letter-to-the-uw-madison-community/>

Furthermore, our proposal is directly addressing several initiatives under 3 of the 5 goals of the Diversity Framework Implementation Plan. ([http://diversityframework.wisc.edu/documents/Oct\\_2015\\_DIVERSITY\\_FRAMEWORK\\_IMPLEMENTATION\\_OVERVIEW\\_Ver3\\_%281%29\\_%281%29.pdf](http://diversityframework.wisc.edu/documents/Oct_2015_DIVERSITY_FRAMEWORK_IMPLEMENTATION_OVERVIEW_Ver3_%281%29_%281%29.pdf))

Under the goal 'to promote shared values of diversity and inclusion', Initiative 12 looks to standardize all campus units the practice of including specific goals for diversity in their strategic planning. Our proposal focuses on such practices, specifically when it comes to Climate and Engagement and Equitable Treatment, establishing clear recommendations for revisions to the Code of Conduct pertaining to acts of hate and discrimination, including consequences to violations. It will also provide clear recommendations for official campus response when acts of hate and discrimination are reported. We believe that clear guidelines, consequences, and consistent campus response will help promote shared values of diversity and inclusion, because they will create transparency, clarity, and even-handedness which will signal to the campus community that all are treated fairly and that acts of hate and bias will not be tolerated.

In addition, the objectives of this proposal are strongly aligned to the goal aimed at 'improving the coordination of campus diversity planning'. Initiative 5 looks for ways to offer one consistent message on the commitment to diversity in all forms of communication, integrating campus and the broader community. And Initiative 7 looks for stronger recommendations pertaining to improve the coordination between committee efforts and their impact on campus policies related to diversity and inclusion. Our proposal will produce strong and clear recommendations on how to proceed in a uniform and consistent way, should an act of hate or discrimination occur, which will have direct impact on both initiatives. The recommendations of this proposal will be derived from careful review and consideration of the Code of Conduct, input from students, and information and lessons learned from other Big Ten Schools. Student input will help ensure that the right voices are included in the review and recommendations, and will help bring these recommendations in an authentic way to all relevant campus units, encouraging coordination in seeking adoption of such recommendations for all of campus. These recommendations will be also shared with the UW Board of Regents, encouraging another layer of uniformity across the System. The possibility for the UW System to adopt the same recommendations to the Code of Conduct provisions and protocols for response would strengthen the commitment to inclusive and zero-hate-tolerance in all UW-campuses which is very much needed by the campus and the community at large.

Finally, under the goal of 'engaging the campus leadership for diversity and inclusion', Initiative 18 looks for ways to become a leader and premiere institution in the CIC (Committee on Institutional Cooperation) by promoting and utilizing promising practices that underscore diversity and inclusion as

core values of UW-Madison with the main intention being to improved campus climate. We believe that the clear and precise set of recommendations that this proposal will produce, would result in a Code of Conduct and set of actions that will put the UW System as a whole ahead of the problems we are now facing and make the UW System a model among all the other Big Ten Schools.