

From: [Campus Climate Proposal form](#)
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Subject: New submission from Campus Climate Proposals
Date: Wednesday, April 20, 2016 12:27:14 AM

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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.

A two tiered program would be established to facilitate a deeper, more open and substantial dialogue about diversity on the UW campus and in the world. The first tier would be an educational and experiential course (e.g., semester course, shorter course, online module) focusing on the types of bias (e.g., racism, sexism, homophobia, classism, implicit and explicit) and the impact it has on our lives (e.g., emotional impact of oppression, lost opportunity, shortened lifespan). Tools used to investigate bias developed in the social psychology research literature (see research of J.L. Eberhardt, Ph.D., & J. Correll, Ph.D., for examples) would be used to provide students with an individualized and personal experience of their own psychology, including their own implicit bias. The work of Howard C. Stevenson, Ph.D. and Paul Kivel would be helpful in developing the curriculum to deal with the material in an effective and direct manner.

The second tier of the program would be designed to help members of the campus community who have been identified as perpetrators of an incident of hate or bias. Small group or individualized sessions would use evidence based psychological interventions designed to help motivate and facilitate change (e.g., Acceptance and Commitment Therapy or ACT, Motivational Interviewing). For example, one aspect of the program could use the ACT intervention called "creative hopelessness" which helps people to understand how their behaviors have negatively impacted their goals such as graduating from college. Another intervention, "Valued Directions" would assist the individual in determining their own values and behaviors that guide them in life decisions and paths they consciously choose.

I am unaware of a program similar to this being utilized anywhere.

How would this affect cultural change on campus?

All incoming students would be provided with an opportunity to learn important information about a serious problem in our community and beyond. The presentation would be experiential as well as didactic. This is very important because it helps to normalize the experience of implicit bias as demonstrated in the psychological literature. If members of the student body are shown how implicit bias works in a way that does not shame, they would be more likely to identify biased and unhelpful thoughts and act in accordance with more acceptable and tolerant values.

Similarly, for members of the campus community who have committed acts of hate or bias deemed amenable to intervention, an approach informed by the research and utilizing a non-judgmental method would decrease shame and increase the likelihood of real and sustainable change.

It would be essential that each tier of the program focus on open and direct communication in a non-

judgmental, shame free atmosphere.

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?

If a professor in an established general course offered the first, general tier as a module within the course or as an extra credit project, volunteers could help us to determine whether students found the process helpful. Perhaps measures of implicit bias could serve as pre and post test to determine whether change occurred within students if the research supports such a use of the tests.

What resources would be needed to implement your suggestion?

A thorough literature review and investigation of the tools used in the psychological research on bias would need to be completed. Based on results a software program may need to be purchased. In addition, training for staff to deliver the curriculum would be necessary. Dr. Howard Stevenson has developed a program to address bias in K-12 education. It may be possible to modify his approach for a larger and older audience.

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

I believe this problem has been with us at the University of Wisconsin for a long time. I am very hopeful that if carefully designed, we could have a greater impact than in the past. The science has taught us a lot about how people change. We have to apply it.