

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Wednesday, April 20, 2016 4:22:22 PM

First name:

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

- Faculty

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

1. Hire more faculty and staff of color, especially within ethnic studies departments so that we can make them separate again and have the departments act as resource centers for all students.
2. Increase the ethnic studies requirement, and by this we mean having freshmen and transfer students take a required class on racial climate that examines terms like racism and showing how it is applicable/relevant to this university and their experiences as UW- Madison students.
3. Reimplement diversity coordinators and diversity squad within residence life.
4. Require students that engage and found guilty of committing hate and bias incidents to attend a class similar to the alcohol misuse class we require students to take after they are sent to detox.

How would this affect cultural change on campus?

Increase cultural competence and inclusivity; send a strong signal that hate/bias are not acceptable.

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?

see above

What resources would be needed to implement your suggestion?

resources for hiring faculty & dorm coordinators, resources for increasing ethnic studies courses, resources for hate/bias training/rehabilitation

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

This was a set of proposals by undergraduate students in [REDACTED]
[REDACTED]

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

I would be happy to discuss how to develop any of these proposals further if there is interest.