From: Campus Climate Proposal form
To: Libby Peterek; Carrie Olson

**Subject:** New submission from Campus Climate Proposals

**Date:** Tuesday, April 19, 2016 11:12:02 AM

First name:				
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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.

I attended the Moving Forward: Conversation on Racial and Ethnic Diversity on February 24 and there were many ideas offered to support on-campus activities that specifically aim at expanding student, staff and/or faculty competence to live, work and learn inside our community. My proposal is that those ideas are collated, shared, and prioritized so that staff can rally behind ideas that have already been shared.

## How would this affect cultural change on campus?

I have seen and heard from folks that they are frustrated with conversations and talking with no subsequent action taken. There was great attendance at the February 24 event with diverse voices present and I wonder what happened to all of the ideas shared at that event. Taking the ideas shared and truly "Moving Forward" with those ideas, as opposed to having that work be lost would represent a level of respect for those who have already devoted time and energy toward cultural change initiatives - which will thereby keep folks engaged and invested in improving campus climate.

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?

I would want whomever collected all of the ideas and suggestions from the February 24 Moving Forward event to summarize and share them with attendees and the larger campus community. An initial part of this pilot could be having a Moving Forward Part 2 event that allows people to select and prioritize those ideas and sign-up for supporting the development and implementation of strategies.

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

- Collaboration and transparency with whomever has the information gathered from the Moving Forward. Feb 24 event
- 2. Avenue to garner buy-in and support for ideas that had high interest (i.e.; Moving Forward Part 2 event)
- 3. Time and support for students, faculty, and staff to dedicate to initiatives selected
- 4. Additional resources TBD based off initiatives selected

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

The 400+ people who attended the first Moving Forward event: http://news.wisc.edu/moving-forward-turns-talk-toward-action-on-race-climate/

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

The topics that were discussed at Moving Forward align well with improving the campus climate overall. I have to imagine there are some fantastic ideas within the notes taken. Let's keep the momentum going (rather than recreate the wheel) from those hour long conversations on the following topics:

- Building cultural competency, awareness and capacity
- Hate and bias incidents and conflicts with free speech
- Admission and recruitment of underrepresented groups
- Faculty and staff of color recruitment and retention
- Intersections of other identities with race