

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Monday, April 04, 2016 10:59:32 AM

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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.

As part of the Hate and Bias response protocol, a letter or email is sent to the affected community of the incident. I would like to not only see a email go out to the affected community, but the community of the offender. Too many times we communicate these messages to the "victim community" but not the offenders community who actually are the problem and need to be reeducated and reminded of the values and commitment the University has to creating an inclusive environment.

How would this affect cultural change on campus?

This proposed change would shift the narrative from hate and bias crimes being a problem of the offended community, to being a issue with the majority community. The way we are handling these situations feels like the communication to educate and challenge the majorities thoughts that cause these incidents is severely lacking. I would like to see reactions to not just the victims but corrective steps for the majority. I appreciate the Chancellors Open Letter, but It needs to be more explicit and direct language to the offending communities.

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 propose adding this step as an action item in the process that Hate and Bias response team follows after receiving a report on the issue.

What resources would be needed to implement your suggestion?

A committed employee to write the email and send it!

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

I would propose partnering with the Hate and Bias Response Team and Dean of Students Office. I highly recommend not requiring this to be done by the Division of Diversity Equity and Educational Achievement, they are not the problem and should not solely carry the burden to educate and correct hate and bias on our campus.

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

If you have any questions about my proposal please feel free to reach out for additional clarification.

