

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, March 31, 2016 8:34:15 AM

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College Library

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've seen multiple communications discussing the campus dealing with prejudice. In these communications there is always a note that says the perpetrators will be disciplined and the victims will be supported. Now I think this is ok, but once being disciplined shouldn't the perpetrators receive some kind of support as well. I'm not talking about the same kind of support, but I feel like we need to take the opportunity for a teaching moment in these situations. Either one on one conversations with the perpetrators in why they feel the way they do or some kind of seminar that they are required to attend. There are many people on our campus who come from places that are not diverse by any means, and new cultures are very different for them. There are also many people who come from families where prejudice is not discouraged, which is not ok, but it's all they know. No one should treat anyone else poorly because they are different from them, but if we just discipline perpetrators they will receive the message "If I do this, then I get punished" rather than "these are people just like me who don't deserve to be treated this way."

How would this affect cultural change on campus?

Instead of punishing or removing people who are prejudice we may teach them why being prejudice is wrong. We could become a campus where the people on our campus who are prejudice leave here with positive exposure to new cultures and a new understanding of why it is wrong to be prejudice. Then when they raise their children, their children can learn why prejudice is wrong and not "don't do this because other people think it's wrong." If we can inspire understanding in just a few people on our campus with this programming we will be doing our part in providing a better future for our world.

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 recommend initially providing one on one counseling with a perpetrator for safe and confidential discussions. Attending the counseling would result in a lesser punishment. I would also recommend while doing this, begin creating a seminar that anyone can attend, but these people can attend for a reduced punishment. Maybe pair them with someone of a different race or culture to allow for an environment where they will converse with someone they otherwise wouldn't. Maybe also make the

seminar part of on boarding for all freshman students. Once the seminar is in place I feel the counseling should still happen.

What resources would be needed to implement your suggestion?

Counselors comfortable with having these types of conversations. A group to plan and put together a seminar and the materials and time to execute that seminar.