



**Division of Diversity, Equity, and Inclusion (DEI)
2021 Annual Report**

January 2022

Another Precarious Year



**Vice Chancellor
Chia Youyee Vang**

To say that the last year was unprecedented does not fully capture our collective experiences. By the beginning of spring 2021, Teams and Zoom meetings with colleagues, students, family, and friends had become our new normal way of life. For those who could work remotely, meeting after meeting from our dining tables and living rooms made it difficult to separate home life from work. Despite the constant virtual interaction with others, many felt isolated. The availability of COVID-19 vaccines gave us hope of a return to campus where we could meaningfully engage with others.

In the midst of this precarious year, in March 2021, I was appointed Interim Chief Diversity, Equity, and Inclusion Officer following Vice Chancellor Joan Prince's retirement. I had been a part of the Division of Global Inclusion & Engagement (GIE) since 2017 and had led a number of key projects that helped to strengthen the division. However, the political and cultural landscape was changing rapidly as a result of the COVID-19 pandemic, Black Lives Matter protests, rise in anti-Asian hate, and other events in our nation. Global, national, and local transformations called for greater attention to the enduring impact of systemic racism and the need for increased dedication to equitable outcomes for all communities. With these factors in mind, I assessed the purpose and progress that GIE has made and directed the development of a Diversity, Equity, and Inclusion (DEI) Framework and a one-year action plan to guide our work. In August, we changed the division's name from GIE to Diversity, Equity, and Inclusion (DEI) to better align with the expanded role that we play on campus.

I also spearheaded efforts and initiatives to build a sense of community and belonging, bringing together previously siloed programs and units that were already charged with promoting academic and inclusive excellence. We welcomed the move of the Ronald E. McNair Post-Baccalaureate Achievement Program from the Graduate School to DEI, thereby enhancing our diverse talent pipeline strategies. To strengthen campus student success and inclusion efforts, for instance, Moon Shot for Equity, Care Respect and Expression, and the 2030 Action Team, I enlisted five interim special assistants whose expertise draws from diverse disciplines across the university. Their involvement will enable the division to serve as a comprehensive resource to the campus and community partners. These colleagues are Drs. Elizabeth Drame (Professor, Teaching and Learning), Rebecca Freer (Associate Dean of Students), Prasenjit Guptasarma (Professor, Physics), Wilkistar Otieno (Associate Professor and Chair, Industrial and Manufacturing Engineering), and Joseph Rodriguez (Professor and Chair, History). Through division-led activities and collaboration with other community stakeholders we are now positioned to effectively promote learning outcomes that draw upon the richly diverse knowledge and skills of multiple campus communities. These efforts will in turn prepare students to engage with our increasingly global society and establish the University as a model of diversity, equity, and inclusion within higher education.

I am pleased to present here the 2021 Division of Diversity, Equity and Inclusion report high-lighting our achievements during such a challenging year. While these efforts represent an important start, there is so much more to be done. I am honored to have been appointed the Vice Chancellor for DEI and I look forward to continuing and expanding our work to strengthen our community of diverse people and ideas.

MISSION

The mission of the Division of Diversity, Equity, and Inclusion is to advance diversity and equity and foster inclusion for all members of the campus community through education, advocacy, and support.

VISION

We envision the University of Wisconsin-Milwaukee as an institution that is fully diverse, equitable, and inclusive.

THE DIVISION

The division consists of the following programs/offices.

American Indian Student Center (AISC). Led by Dr. Michael Wilson (Associate Professor of English), AISC contributes to recruitment and retention of American Indian students and connects the campus to the Native community by collaborating with educational organizations and higher education offices of the Tribal Nations of Wisconsin.

Black Student Cultural Center (BSCC). Led by H. Victoria Pryor, the BSCC facilitates the recruitment, retention and growth of students of African descent by maintaining an environment promoting academic excellence and personal achievements. Its campus partnerships and involvement with community organizations and local businesses help to provide career enhancement opportunities to students.

Equity/Diversity Services (EDS). Directed by Jamie Cimpr-Wiemer, EDS is responsible for preparing the university's annual Affirmative Action Plans and responding to formal and informal complaints of discrimination involving UWM students, faculty, and staff. Staff also contribute to the development and administering of various training for employees.

Southeast Asian American Student Center (SEAASC). Led by Sheng Vang, SEAASC plays an important role in the recruitment and retention of Southeast Asian American (Cambodian, Hmong, Lao, and Vietnamese) students at UWM. It works closely with faculty, staff, families, alumni, and Southeast Asian American community leaders to ensure students reach their educational goals.

Ronald E. McNair Post-Baccalaureate Achievement Program. The McNair Scholars Program is the newest addition to the division. Led by Dr. Patricia Torres Najera, the program is designed to increase the number of students from underrepresented backgrounds who enter graduate studies leading to the doctorate. Initiated by the U.S. Department of Education in 1989, UWM was one of the first fourteen universities to receive funding for this program.



2021 Holiday Gathering

Roberto Hernández Center (RHC). Directed by Alberto Maldonado, the RHC provides academic services that promote Latinx student success, engages in outreach to the Latinx community in southeastern Wisconsin and support applied research pertinent to this population. The Center plays leadership role in the Chancellor's Committee for Hispanic Serving Initiatives.

Student Parent Success Program (SPSP). Led by Rachel Kubczak, SPSP (formerly Life Impact Program) provides resources and support services that remove barriers specific to UWM student parents so that they can achieve academic success.

STEM-Inspire Program. Led by Anique Ruiz, the STEM-Inspire Program is a project funded by the National Science Foundation's Louis Stokes Alliance for Minority Participation (LSAMP). Our program is a part of the UW-Madison Wisconsin Louis Stokes Alliance for Minority Participation (WiscAMP). Its primary goal is to increase the number of underrepresented minority students who graduate from UWM and pursue careers or graduate/professional studies in STEM fields.



HIGHLIGHTS OF ACCOMPLISHMENTS

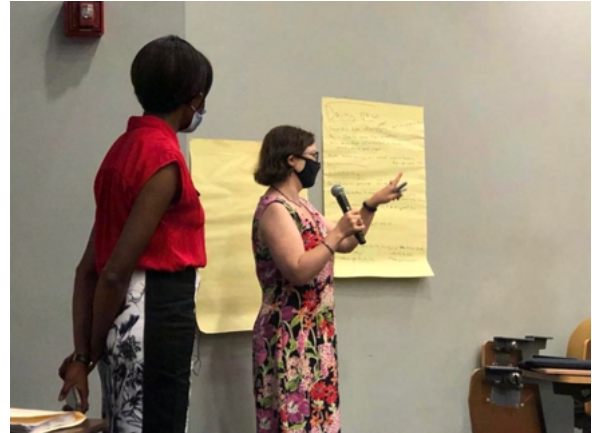
Throughout the year, we led several key campus-wide efforts, provided an array of services, and hosted many impactful events. Our staff are regularly called upon to serve on a wide range of committees across campus. Like the rest of the campus, our offices were closed to the public from January to July. Programs and services were carried out virtually during this period. While some programming continued to take place virtually after we returned to campus in August, we were also able to serve many students in-person and host face-to-face events. The division engaged over 6,000 people in our programs, services, and activities during 2021.

Campus-Wide Initiatives

DEI Framework and One-Year Action Plan. We developed a new [DEI framework and action plan](#) to increase UWM's capacity to sustain efforts toward fully institutionalizing DEI practices into all levels of the campus.

Consultation on DEI Planning. Our team members consulted with more than two dozen campus units regarding the importance of making data-driven decisions, steps to develop DEI action plans and strategies to engage colleagues in conversations about race. In addition to academic leaders, we held two DEI workshops for units and provided them with tools to develop action plans.

Racial Justice and Equity Program. In collaboration with the Department of Human Resources, our anti-bias, anti-racist program was launched in February. More than 3200 employees (85%) completed it, including 150 who participated in facilitated cohorts. Post-program responses indicated that it increased their knowledge of race and racism in the United States, helped them to explore and understand their own perceptions about race and personal biases, increased their knowledge of race terms and definitions and increased their knowledge and skills to act against racial injustice and inequity.



Dr. Suzanne Boyd (with microphone) and Dr. Wilkistar Otieno at the August department chairs DEI discussion.

*“This curriculum is a good start in terms of education.”
(Post-program survey respondent)*

*“It happens to coincide with projects and self-work that I already want to be achieving at this time, and I now feel that I have a much clearer direction for both as well as so many resources to continue to consult whenever I need fresh direction, motivation, and inspiration.”
(Post-program survey respondent)*

“Toward an Anti-Racist Campus” Action Grants. We partnered with the Office of Research to fund ten small pilot projects that address issues of racial equity and inclusion at UWM.

- Healing, Restoration, and Self-Care for Students of Color at UWM
- Taking Action: Policing and Campus Safety at the Intersection of Race
- A Shift in Culture: Sustainable Actions Toward Cultivating an Anti-Racist Psychology Department on UWM's Campus
- Multicultural Scholars Collaborative
- Toward a Radically Welcoming and Engaging Campus: Stories of Belonging
- United We Will: Athletics Commitment to Anti-Racism
- Anti-racist Teaching Practices for Writing across Disciplines at UWM
- Primer on Race Equity in Milwaukee: A Short Course
- An Anti-racist and Welcoming Community of Practice: Asset-based Equity in Honors
- Retreat from Racism: Towards Anti-racist campuses in the College of General Studies

Dialogues and Lectures

We collaborated with campus partners to host dialogues/lectures on numerous local and national topics. The following activities realized the division's efforts to create space to discuss some of the difficult issues of our time.

- “Confronting Anti-Asian Bias: A UWM Anti-Racism Roundtable” with UWM faculty, staff and students, moderated by Dr. Nan Kim
- Constitution Day lecture, “From *Barron v. Baltimore* (1833) to *McDonald v. Chicago* (2010): Gun Control and the Constitution,” by Dr. Donna Schuele (California State University, Los Angeles) moderated by Dr. Joe Rodriguez
- Discussions regarding the Derek Chauvin trial outcome moderated by Drs. Joe Rodriguez and Liz Drame
- Student Involvement’s Distinguished Lecture Series, “An Evening with Dr. Ibram X. Kendi: How to Be an Antiracist” moderated by Dr. Chia Youyee Vang
- “Bridging Understanding about Critical Race Theory,” with Dr. Dorinda Carter Andrews (Michigan State University) and Pastor James Alberts (Higher Works Collaborative), co-moderated by Dr. Liz Drame, Michael Rogers, and Dr. Sarah Macdonald
- Discussions regarding the Kyle Ritterhouse trial outcome, co-moderated by Dr. Liz Drame and Adam Jussel

Confronting Anti-Asian Bias: A UWM Anti-Racism Roundtable

Thursday, May 6, 2021, 12:00 PM - 1:30 PM

Anti-Asian violence in the United States has increased significantly since the outbreak of the COVID-19 pandemic. Nationally, nearly 3,800 incidents have been reported since March 2020. In this roundtable, UWM students, staff, and faculty will share how the recent increase in anti-Asian racism has impacted campus community members and discuss what we can all do to stop hate.

From *Barron v. Baltimore* (1833) to *McDonald v. Chicago* (2010):
Gun Control and the Constitution



A virtual lecture by
Dr. Donna Schuele
in celebration of Constitution Day.

Friday, September 17, 2021
10:30am-11:30am

This lecture examines the transformation of the Second Amendment as securing an individual right to bear arms and its application by the Supreme Court to limit the rights of state and local governments to regulate gun ownership and use.



Tuesday, Nov 9 at 5:00PM,
Wisconsin Room

DIALOGUE ACROSS DIFFERENCES

Bridging Understanding about
Critical Race Theory



Dr. Dorinda Carter Andrews, Michigan State University

Pastor James Alberts, Higher Works Collaborative

Join us for a constructive dialogue, where different ideas and perspectives can be shared and heard, on the concept of Critical Race Theory, what it is, what it is not and its relationship to discussions about equity in education spaces.

Diversity in STEM

We were one of 38 institutions invited by the Howard Hughes Medical Institute (HHMI) to participate in its Driving Change Initiative whose goal is to effect genuine and lasting culture change on research university campuses so that undergraduate students from all backgrounds, particularly those who belong to historically excluded groups, will excel in STEM and graduate from college well prepared to pursue advanced degrees. In addition to participating in ongoing Driving Change Learning Community events with HHMI staff and the other 37 institutions, we are conducting a self-study that will position UWM to seek more resources for our students. Dr. Prasenjit Guptasarma is leading the team that is conducting our self-study.

Affinity Groups

Over the years the division has supported affinity groups in their efforts to build community, provide mutual support, and advance various projects that impact students and community partners. Even though they share similar goals, the groups have mostly operated in isolation of each other. In 2021, we brought leaders of the African Diaspora Council (ADC), Asian Faculty and Staff Association, and the recently formed Latinx Faculty and Staff Association together to discuss common interests. Their first coalition building event, *Harvesting Community*, was held in October. It included a community building activity, a mindfulness healing session, and informal dialogues. Affinity groups play an important role in creating a welcoming campus climate so we look forward to expanding this network.



Harvesting Community event on October 22



Unit/Program Contributions

Equity/Diversity Services

Beyond their typical responsibilities, EDS staff stepped up to provide logistical and administrative support for the Racial Justice and Equity Program (RJEP) in Spring, which involved responding to requests for assistance in accessing and completing the program, verifying program completion, arranging for in-person sessions for our colleagues who do not use a computer as part of their regular work duties, and training HR Business Partners to conduct those in-person sessions. The office carried out training to new resident assistants on Title IX and their reporting responsibilities as university employees and provided training to our colleagues in University Housing on free speech considerations in hate/bias and student misconduct incidents. Staff participated in several working groups, including UWM's campus healing/return to campus group; the Care, Respect, and Expression (CRE) group focused on response to hate/bias incidents; and the UWM group participating in the ICBC basic needs assessment and survey. Their expertise also contributed to a list of recommended changes to the search and screen process to increase the diversity of applicant pools, investigation support UW-Madison's Office of Compliance when Madison faced a staffing shortage in that office, and leading UWM's response during UW System's audit of the student discrimination complaint process in the Summer and Fall of 2021.

Student Parent Success Program (formerly Life Impact Program)

Nearly 1000 student parents attend UWM. In May 2021, the Life Impact Program graduated its last cohort of Life Impact Scholars. While still providing life coaching, we now serve as a multi-purpose, centralized resource center for student parents. Through advocacy, customized programming that is family-friendly, campus partnerships, and community involvement, SPSP staff make resources and opportunities accessible to students with children. SPSP staff co-lead a subgroup on student caregivers as part of the UW System Caregiver Taskforce. Our program was able to continue in 2021 due largely to support from the UW Credit Union Foundation. We were also a first-time recipient of a \$5,000 Green Bay Packers Foundation grant to help with technology needs. Having supported us in the past and understanding the unique challenges of student parents, The Brewers Community Foundation gave us \$10,000 for our customized programming.



Rachel Kubczak (left), LeRoy Butler (former defensive back player with Green Bay Packers), and Jacquelynn Parmley (UWM Student Parent, President of the Student Parent Advocacy Committee) at Green Bay Packers luncheon on November 2.

"(SPSP) provides opportunities to check-in, learn, grow as a parent, student, professional, and improve the trajectory of our lives in so many ways!"
(UWM Student Parent)!

STEM-Inspire Program

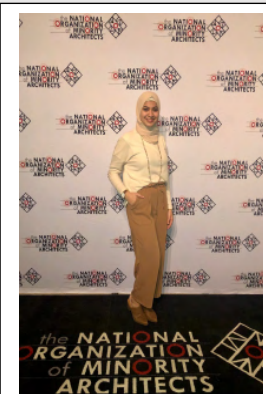
The STEM-Inspire Program at the University of Wisconsin-Milwaukee (WiscAMP) has been a beacon of hope in 2021 for forty-one underrepresented minority (URM) undergraduate students majoring in STEM disciplines. Our program retained all but one student from Spring to Fall 2021 semesters, which speaks volumes for the level of support given by our STEM faculty mentors (thirteen in total representing various STEM disciplines, including Engineering, Math, Biological Sciences, Chemistry, Physics, Computer Science/IT, Architecture, Geosciences). Nine students graduated from the program this year and joined the ranks of other distinguished STEM-Inspire alumni as full-time hires at local firms—including the Wisconsin Department of Transportation and Harley-Davidson Motorcycles—or are admitted/applying to top research institutions across the nation, including the University of Michigan Taubman School of Architecture and the Medical College of Wisconsin. A sample of the cutting-edge research our participants performed include: Heavenly Johnson, *Creating an Immersive Sustainable World: Starting with Hemp*; Destiny Brady, *Extraterrestrial Life Through a Black Lens*; Cheyanne Koran, *SEM Photographic Survey of Late Devonian (Frasnian) Lime Creek Formation Microfossils from Fossil Prairie Park*. We sponsored several high-impact, well-attended co-curricular programs. The program benefited greatly from increased grant funding from National Science Foundation WiscAMP Alliance to support program operations and we were one of the programs to receive second year funding of \$9,090 from the American Family Insurance Dream Fund.



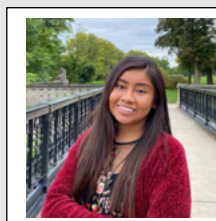
*Erick Rico-Sanchez,
Mechanical Engineering
major, Design Engineer
at Harley Davidson*



*Koami Amegran,
accepted to U of MI
for graduate school in
architecture*



*Maysam Abdeljaber,
Architecture, working
at architecture firm!*






*Nancy de Jesus, Civil
Engineering major,
working at WI
Department of*


PANEL DISCUSSION

Using Data Wisely to Help Communities of Color: What You Need to Know

PANELISTS

-  **Dr. Noelle Chesley**
Associate Professor, Statistics
Technical Director
UW Milwaukee
-  **Krystal Tsosie**
Ph.D. Candidate
Genetics & Health Disparities
Vanderbilt University
-  **Nadiyah Johnson**
Founder
MI Center for
Black History & Culture

This program is brought to you by the UW-Milwaukee WiscAMP STEM-Inspire Program and the Mathematical Sciences Department and is part of WI Tech Month.



McNair Scholars Program

As one of the first 14 U.S. Department of Education funded projects in 1989, the McNair Scholars Program had been administratively supported by the UWM Graduate School with academic units and other campus partners playing an active role in recruiting eligible students. Discussions among Academic Affairs and GIE/DEI leaders that began in Summer 2021 resulted in a collaborative effort to move the Program to the Division of DEI. The Program was moved to be co-located in Bolton Hall with other undergraduate support services. Despite these changes, staff effectively supported 28 scholars with research/other scholarly activities, seminars/other educational activities, tutoring, academic counseling, and assistance in securing admission and financial aid to graduate school. Fourteen students participated in summer internships. Our 30th Annual McNair Scholar Summer Research Presentations in August was a huge success with 14 scholars sharing the outcome of their research.

Multicultural Student Centers

Altogether the four multicultural student centers provided holistic advising to 1263 (unduplicated) undergraduate students. Many visit the centers multiple times and/or scheduled virtual appointments with our success coaches, resulting in nearly 3000 appointments. The centers serve unique student populations, but they also collaborate on programming that benefits diverse student and staff, such as the new monthly UWM Men of Color Breakfast, and play leadership role on the Multicultural Network (MCN), a coalition of several dozen units on campus ensuring access to resources for students from diverse backgrounds. A sample of MCN members include Career Planning and Resource Center, Office of Undergraduate Research, Center for Latin American and Caribbean Studies, Inclusive Excellence Center, and Women's Resource Center. Recognizing the disproportionate impact of the pandemic on communities of color and American Indians, Chancellor Mark Mone provided additional resources that enabled the centers to carry out healing events and community building activities. Center staff also regularly contribute to campus recruitment, retention, and persistence efforts. They connect students with gatherings at the beginning of the semester and celebrate student success with graduation events at the end of the semester. Outreach to community-based organizations and high schools are an integral part of the centers' work. Engaging with prospective students early has resulted in several schools sending a significant number of the graduating seniors to UWM, such as Cristo Rey Jesuit High School and Hmong American Peace Academy in Milwaukee.



American Indian Student Center

To engage with students and to encourage them to succeed in their studies, AISC staff initiated several events, such as virtual "meet and greets" and "talking circles." AISC also took part in UWM events involving important social issues on campus: arranging for the UWM Eagle Staff to be present at UWM's 9/11 Memorial and supporting students with Orange Shirt Day, which commemorated the deaths of native children at residential boarding schools. For Orange Shirt Day, students encouraged the UWM community to wear orange, and they made ribbons (or helped students make their own ribbons) to show their awareness and support of native peoples on this important issue. AISC staff placed most of their energies to the Healing Community event at the newly constructed Fire Circle in front of Holton Hall.

Because of the pandemic, the AISC staff elected to have an outdoor event instead of the annual UWM Autumn Powwow. This event brought together UWM students, faculty, administrators, and the Milwaukee Indian community to enjoy an afternoon of traditional dancing, food, poetry, and fellowship. The event featured two drums and jingle dress dancers, who are often associated with healing in native communities. Attendees also learned about healing traditions from speaker Mark Denning (Oneida/Menominee). Several students expressed gratitude for this experience. One remarked that it "felt really good" being there and being part of the event.



Drs. Margaret Noodin and Kimberly Blaeser reading poems at Electa Quinney Institute Fire Circle on November 13



Black Student Cultural Center

The BSCC focused on creating opportunities for African/African American students to have a positive experience at UWM. Staff sought input from students and developed programs accordingly. This has helped staff to build trust with students and align our programs and services with their needs and interests. In doing so, we impact their educational experience and help guide their career paths. When students participate in our programs, they are able to connect with their peers on and off campus. We made incredible strides working with the residence halls, undergraduate admissions office, as well as others such as the Department of African and African Diaspora Studies and Honors College. As we offer programming for our students during their journey, it is a pleasure to celebrate their successes. We hosted the 2021 Fall and Spring African/African American Graduation Virtual Celebrations and showcased the graduates so that they could feel celebrated, especially during these uncertain times. Staff helped to revive the Black Graduate Student Association. In consultation with Black faculty and staff, we created a new Black Male Support Group that add to the African American Male Initiative. Our Books with Melanin Project, which is a Summer Book Club, kept students connected during the summer. It was beneficial to participants, so it carried over to the fall. Because of the need and support of donors, we created the UWM Black Student Cultural Center “Helping Hand” Emergency Fund for African/African American students. Participants in our Panther Foundations for Success: Internship Development Program successfully completed another year virtually and are excited about their internships with corporate partners.



Alyssa English (top right) and Quentin Colby (bottom right) share Black student experiences at UWM with high school student, Howard Lewis, who is currently a freshman.

Roberto Hernández Center

Staff in the Roberto Hernandez Center were able to serve students in a very distinct and important manner. Even when working remotely, we made every effort to continue operating with intention and care for hundreds of students. When we finally opened our doors in August to welcome people back into our space, we immediately experienced an influx of students and high participation in events we hosted, demonstrating a strong desire to interact in-person. We implemented group advising to meet the increased needs. Staff collaborated with campus partners to host a variety of events to engage with students, families, and community. Some of RHC’s highlights include: the virtual Promoting Academics in Latinx Milwaukee (PALM) graduation Gala to celebrate 378 graduating students, the Bienvenida/Welcome event for recently admitted students, our participation in the annual Mexican and Puerto Rican festivals. We introduced UWM to thousands of attendees at these community events: 3750 in the former and 1500 in the latter. RHC also celebrated the Latinx Oral History Community research project that brought together many alumni and community leaders. We raised an additional \$27,000 for the RHC Emergency Scholarship fund. We supported 49 students who demonstrated financial challenges with \$500 awards. We helped to advance the Chancellor’s Committee for Hispanic Serving Initiatives (CCHSI) in numerous ways, including allocating American Family Insurance Dream funds to support outreach and recruitment efforts, collaborating with the Hispanic Professionals of Greater Milwaukee to help promote the UWM matching scholarship, facilitating and selecting Latinx students to receive the Bader Philanthropies Hispanic Success Scholarship, and assisting in the production and launching of the first Spanish language commercial about UWM and the Roberto Hernández Center.



Alberto Maldonado (left) at Mexican Fiesta with volunteers, August 2021

Healing Community at the EQI Fire Circle

Join us for drumming and dancing
as we celebrate and heal.

Nov. 13 | 1–4 p.m.

At the new EQI Fire Circle outside of Merrill Hall*

Free good medicine bundles
to the first 50 individuals/families in attendance

Free Indian tacos



MULTICULTURAL STUDENT CENTERS

Community Healing Series

Hmong New Year

Hosted by the Southeast Asian American Student Center

Dec. 13 | 4:30–6:30 p.m. | UWM Union Wisconsin Room

Retention and Student Engagement Events

Scholarship Workshop:
Lead by Maria Solis
WED. November 10th 11am-12pm, Union E280
&
THUR. November 11th 2pm-3pm, Union E240
Come learn about scholarships, tips and the application process.
RHC
Roberto Hernandez Center
rhc@uwm.edu

Scholarship Workshop Spring & Fall 21'

R.H.C. BOLTON 183
STUDENT BROWN BAG SERIES
CODE Switching
Wed, Oct. 20 @11am-12pm
Code Switching/Imposter Syndrome and Balance
Join the RHC for our Brown Bag Discussion Series where we connect students to learn how to balance life and campus culture at UWM as a person of color and the multidimensions of your identity on these spaces on campus.
Come prepared to learn how to empower yourself and others to show up authentically!
UWM RHC

Student Lead Brown Bag Sessions Fall 21'

YO SOY UWM
Latinx Student Success at UWM:
A resource information session hosted by the Roberto Hernandez Center for College Advisors, community partners and educators!
When: Tuesday, April 13th, 2021
Time: 12:00pm-3:00pm
Registration: [bit.ly/uwmrhcsls3](https://bit.ly/3blz6tbc)
Zoom Link: <https://bit.ly/3blz6tbc>
Meeting ID: 892 5716 3327
Passcode: 091170

THE RHC PRESENTS: 'GROUP CONVERSATIONS'
Start Strong-End Strong: Time Management, Study Skills, & More
Tuesday, Feb 16th 10:30-11:30 am
Grow the Inner YOU: Getting Involved at UWM & in Milwaukee
Thursday, Feb 25th 12-1 pm
Don't Get Caught Slippin': Preparing for Summer and Beyond
Thursday, March 11th 10-11 am
Your Mind is Your Strongest Muscle: Mental Health & Latina College Students
Friday, April 9th 10-11 am
Make Your Money Work: Budgeting & Financial Literacy
Tuesday, April 20th 2-4 pm
Dare to Self-Care: Preparing for End of Semester
Thursday, May 6th 5-10 am
Approach to campus: Have a productive and joyful summer
Tuesday, May 18th, 10-11 am

BLACK STUDENT CULTURAL CENTER

"HOW TO GET A 4.0" PRESENTATION SERIES!

Join us for a 4-part weekly presentation series that will provide students with tips, advice, and strategies to ensure academic success.

Week 1 September 15th: The rules of the classroom.

Week 2 September 22nd: Stress and time management.

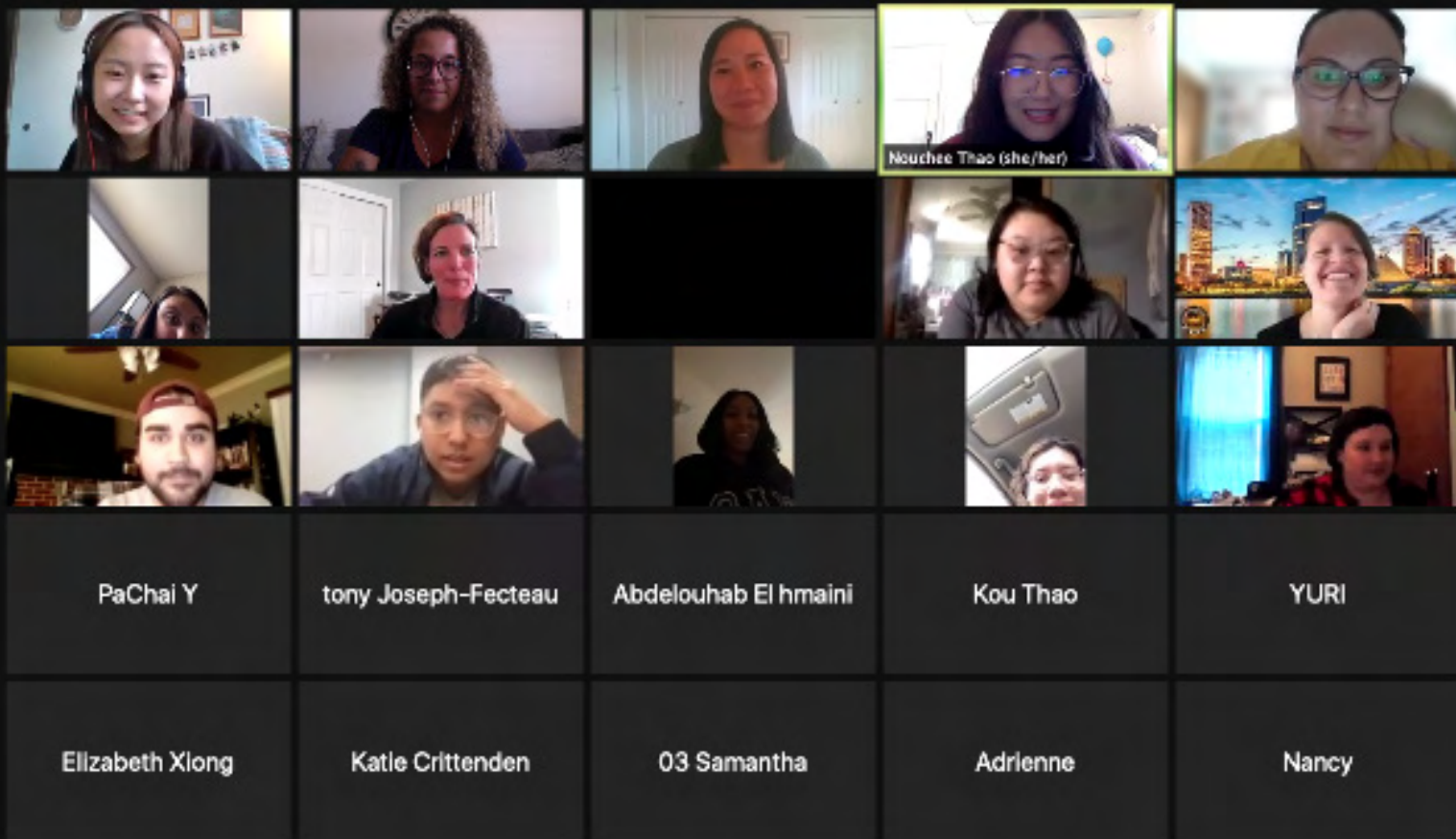
Week 3 September 29th: Studying.

Week 4 October 6th: Test-taking, speeches, and presentation tips.

All presentations are from 4PM - 5PM Via Microsoft Teams via the following link: <https://bit.ly/3jUHxoK>

For any questions, please contact Derrick Langston at langsto5@uwm.edu





Southeast Asian American Student Center

Southeast Asian American Student Center staff provided essential 1:1 success coaching to undergraduate students and collaborated with various campus partners to host virtual programs, including the *Spring COVID-19 and Asian American Experiences Speaker Series* with the Hmong Diaspora Studies Program, *Roots: Growing Your Story* with the Inclusive Excellence Center, and the AAPI “Involvementfest” Program with four multicultural student organizations. Our virtual graduation celebrated students who completed their degrees between Fall 2020 and Summer 2021. During the summer months, staff supported New Student Orientation by hosting Panther Connections, a virtual affinity space for Asian students. The SEAASC Kickoff welcomed students back to campus, which was especially important since UWM students were learning virtually the year before. During midterms, the center hosted a series of events focused on culture and healing to help students destress during exams. SEAASC partnered with the Financial Aid Office and other multicultural student centers to help students complete the Free Application for Federal Student Aid (FAFSA). In December, we hosted an educational and cultural Hmong New Year that was attended by UWM students, staff, faculty, and community members from different parts of Wisconsin. In addition to outreach to prospective students and community organizations, SEAASC staff have been committed to connecting students to financial resources. We selected 12 recipients for the Hmong Advancement Scholarship and awarded \$9,950 in emergency grants to 27 students. On behalf of the Organization of Chinese Americans-Wisconsin and Bader Philanthropies, SEAASC staff also helped to identify 13 undergraduate students for this scholarship.



Staff and scholarship recipients at Bader Philanthropies. (L-R) Dan Bader, Nou Thao, Mathew Yang, Naly Vang, Hope Xiong, Pachoua Lor and Sheng Vang

PREVIEW OF 2022 DEI PROGRAMMING AND INITIATIVES

- We are excited to collaborate with the Office of Strategic Partnerships and Center for Community-Based Learning, Leadership, and Research for the UWM Student Success & Talent Pipeline Initiative, which is supported by a grant from the Department of Workforce Development and UW System. The program will recruit and place 100 diverse students in internships with Milwaukee-based corporations in the next two years.
- An enhanced version of our Racial Justice and Equity Program will be available in Spring 2022.
- Our 2030 DEI team will be offering additional workshops for those interested in developing action plans.
- We will host a symposium on Friday, February 25 from 8:30am-1:00pm for the “Toward an Anti-racist Campus” grantees to present their project outcomes. The event will be open to campus community members.
- We will be hosting the 7th Annual Summit on Black Male Youth on March 24-25 in the UWM Student Union.
- On April 15, the multicultural student centers will host their *Community Celebration Summit* focusing on culture and wellness.
- The 2022 Promoting Academics in Latinx Milwaukee (PALM) Graduation Gala will take place on May 7.
- In 2022, we will engage in a long-term strategic planning process for the division and will welcome involvement of all interested stakeholders.

ACKNOWLEDGMENT

We sincerely wish to thank both the University of Wisconsin-Milwaukee and University of Wisconsin System administrations for their continued support of our division programs and initiatives, as well as the many philanthropic entities that invest in our students.



Division of Diversity, Equity, and Inclusion

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<https://uwm.edu/diversity-equity-inclusion/>