

2030 Diversity, Equity, and Inclusion Team Update Faculty Senate

April 21, 2022
4:00p.m.

Rebecca Freer, Associate Dean of Students & Special
Assistant to Chancellor and Vice Chancellor for DEI

Wilkistar Otieno, Associate Professor and Chair of the
Department of Industrial and Manufacturing Engineering

Chia Vang, Vice Chancellor for Diversity, Equity, and
Inclusion



2030 Increasing Inclusion & Diversity Overall Goal

Commit to UWM being an institution in which diversity, equity and inclusion penetrate our culture and inform campus-wide actions

DEI One-Year Action Plan (June 2021-June 2022) Goals

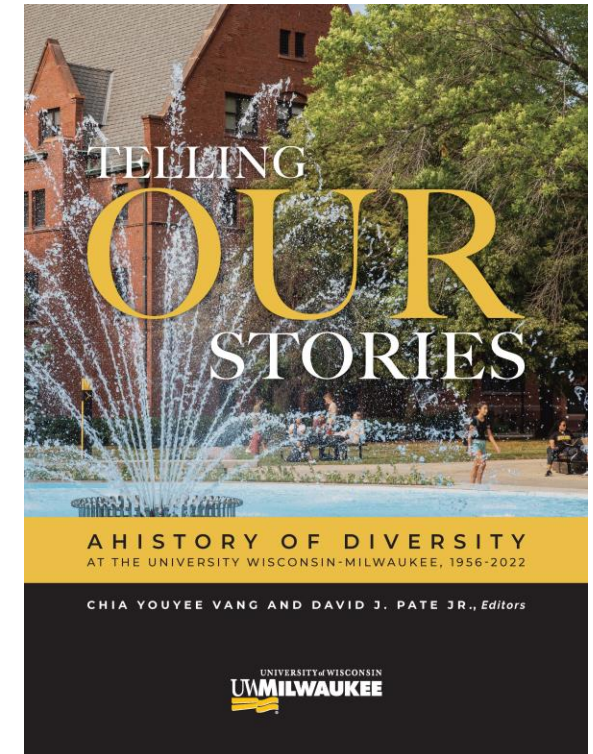
1. Assess and Align Campus DEI Efforts;
2. Invest in Efforts to Recruit and Retain Diverse Students, Staff, and Faculty;
3. Provide On-Going DEI Professional Development for Students, Staff, Faculty, and Administration; and
4. Celebrate DEI Progress.

Highlights

- Established **Strategic Faculty Hiring Fund** to recruit 3 faculty from diverse backgrounds in per year in the next five years.
- Our **Toward an Anti-Racist Campus Action Grant Program** (in partnership with the Office of Research) funded 10 projects that shared findings at the February 25, 2022 symposium.
- In collaboration with the Affirmative Action in Faculty Employment Committee and Human Resources, DEI leadership is helping to implement the suggested changes to the search and screen process.
- As part of retention efforts, DEI leadership team has supported **coalition building efforts** with the African Diaspora Council, Asian Faculty and Staff Association, and Latinx Faculty and Staff Association. They held a Harvesting Community event on 10/22/21 and a Growing Community event on 3/18/2022.
- In partnership with Human Resources, DEI leadership team has updated our **Racial Justice and Equity Program** and launched the enhanced version with new employees. A series of professional development opportunities for current employees was offered.

Highlights (cont.)

- Our *Dialogue Across Differences Series* (in collaboration with Student Affairs) hosted two campus events (Critical Race Theory on 11/29/2021 and a session on free speech on 3/29/2022)
- History book on contributions that diverse groups made to UWM is forthcoming in early June (racial groups, women, LGBTQ+, ability, international, veterans/military-related)
- Resources to embed DEI practices throughout the campus have been developed and shared in the following ways:
 - Fall 2021
 - Workshop for department chairs and individual departments
 - Inclusive Environment Inventories/Audits
 - DEI Action Planning Workshops
 - Spring 2022
 - DEI Action Planning Institute



DEI Action Planning Institute Overview

- 6 units (academic and administrative) are participating in the institute
- Total of 4 workshops throughout the spring semester: 1 workshop each month.
- Teams are provided:
 - Process
 - Tools (data dashboards, Canvas Model, Inclusive Environment Inventory, DEI Implementation Planning Template)
 - Time to work within their teams
 - Time to consult and gather feedback from their colleagues.



Roadmap of the Institute

