

**University of Wisconsin Milwaukee**  
**Diversity, Equity and Inclusion (DEI) Strategic Directions Compact**  
**2019-2021**

**PREFACE: Our Commitment and Need**

The University of Wisconsin Milwaukee (UWM) is the most diverse institution in the University of Wisconsin System, and is situated in the most diverse region in the State. As a Top Tier Research I public urban institution, it is imperative that we work diligently to advance a learning and work environment that is culturally competent, equitable, and inclusive of the many dimensions of diversity that form our student body, faculty and staff workforce.

In 2012, UWM adopted a series of guiding values to help anchor our decision making and advance a “best-in-class” approach as it relates to that imperative. Two of those values specifically articulate our institutional commitment to provide an environment of teaching, learning, and employment where all can succeed. They are:

- We value a compassionate, and collegial community characterized by mutual respect and safety.
- We value Diversity in all its definitions, including who we are, how we think, and what we do.

This executive summary reflects our collaborative approach to catalyze the institution to consistently review our policies, procedures, and practices from a diverse, equitable and inclusive lens. It is also aligned with the nationally-recognized framework known as Inclusive Excellence, developed by higher education scholars and practitioners at the Association of American Colleges and Universities (AACU) – [www.aacu.org](http://www.aacu.org).

In Phase I, the institution will begin the preparation for action through a review and analysis of current activities, data, research and existing resources. Campus will engage in diversity and inclusion education and develop plans for active engagement in the next phase. The working structure will be established and is outlined in accompanying documents. (2019-2020)

In Phase II, the institution will implement the specifically designed plans that address student, faculty and staff diversity. Work groups will report on progress and develop scorecards for tracking progress towards goals. A formal evaluation process will commence as well. (2020-2021)

In Phase III, the institution will reflect on its current status and provide recommendations for continued review and adjustments to the Executive Sponsor, Chancellor Mark Mone. (2021-2022)

## **The Charge: Chancellor Mark Mone**

Per the Executive Sponsor, Chancellor Mark Mone, has charged the DEI Compact steering committee (chaired by Dr. Joan Prince, vice chancellor – Global Inclusion and Engagement (GIE) to subscribe to the following principles:

- It must be a process that produces **enhanced Diversity, Equity, and Inclusion outcomes** in a coordinated fashion for our students, faculty, and staff.
- It must be **work that is supported by an infrastructure, policies, and procedures that lead to sustainability**. Ideally, Diversity, Equity, and Inclusion cultural and practical changes will outlast us all and become our legacy.
- It must be **inclusive** – reflective of all related work happening on campus (e.g., TRIO, pre-college, Panthers Foundations for Success, Multicultural Centers, Chancellor’s working groups on Disabilities, LGBT, Veterans, MAVRC, WRC, LGBT Centers, Inclusive Excellence Center, etc.)
- It must **include all forms of shared governance** in the process to ensure buy-in, input, and direction from campus overall.
- It must be **action oriented** – with metrics, timelines, and accountabilities.
- Examples to consider:
  - Prioritize diverse faculty and staff recruitment, retention and development strategies (**understand climate drivers and ensure that they promote a welcoming and supportive environment**)
  - Given our diverse student body – **how do we maximize our practices in welcoming, nurturing, and supporting** different student populations (e.g., rural, international, ethnic, military, LGBT, abilities challenged, etc.)
- It must embrace **realistic expectations** regarding resources, cultural changes, and starting points.

The Compact will be organized within a structure guided by the Division of Global Inclusion and Engagement. The structure will incorporate at minimum a steering committee model with a strategic plan that allows entrance points for various constituencies on campus to assist in providing input, direction, and authentic engagement.

## **DEI Compact Framework** (please see attached diagram)

**Executive Sponsor:**                    **Chancellor Mark Mone**

### **Administrative Steering Committee:**

Chair: Joan Prince (vice chancellor GIE)

- Team members: Johannes Britz (Provost), Scott Gronert (Dean, College of Letters & Sciences), Kelly Haag Kelly Haag (chief student services officer), Tom Luljak (vice chancellor University Relations and Communications), Robin Van Harpen (vice chancellor Finance and Administration), Sue Weslow (chief of staff – Chancellor’s office).

Staff: Dr. Chia Vang, (associate Vice Chancellor - GIE) and Jamie Cimpl-Wiemer (Executive Director – Equity and Diversity Services)

### **Chancellor’s Leadership Council on Diversity, Equity and Inclusion**

#### **Implementation date: Spring, 2020**

**Responsibilities:** Representative group that will consist of team members from across our campus sites. Council co-chairs (Dr. Chia Vang and Tim Danielson (associate vice chancellor Human Resources) will work to craft the agenda, run the meetings, and report to the Steering committee. Initial representation will include governance groups and leads from various units across the campus sites. The Council will provide advice and recommendations to the Chancellor and Steering committee regarding DEI policies and practices, review the work plans from the DEI Compact action teams and campus units, and serve as advocates and ambassadors for diversity, equity and inclusive practices throughout our campuses.

#### **DEI Compact Action Teams**

Several work groups (teams) will be utilized to actualize the “boots on the ground” work. The teams will focus on specific areas that are important in moving the process forward. Major work team categories are Faculty Inclusive Excellence, Academic Staff Inclusive Excellence (separate Academic and University staff teams), and a Student Inclusive Excellence team. Other mini-work teams will be formed as needed (e.g., metrics and research, policy and practices review team).



### **Phase III.**

### **Assessment and Evaluation (Fall 2021 – Spring 2022)**

The goal for Phase III is to *assess and evaluate our progress* and to adjust where needed.

1. Metrics will be gathered and reviewed regarding hiring, retention, and the use of diversity resources.
2. A town hall meeting will be convened to gather input from internal and external partners.
3. A retreat will be held to review data and complete a final report (report will provide recommendations for continued diverse practices and the next generation of diversity plans)