# **Inclusive Excellence Annual Report 2015-2016**

**Charge:**

**Purpose:** In the spirit of the University's guiding principle to "support a community devoted to diversity/inclusivity of thought and experience," the Chancellor's Council on Inclusive Excellence will provide the Chancellor with advice and recommendations that will promote a learning community that pursues and embraces equity, diversity, and inclusion.

The Chancellor's Council on Inclusive Excellence also advises the Chancellor on affirmative action matters in compliance with the University of Wisconsin System Equal Opportunity Policy.

**Function:** The Chancellor's Council on Diversity and Inclusive Excellence provides advice to the Chancellor by:

Actively engaging in the implementation of campus inclusivity initiatives where appropriate

Reviewing and evaluating campus compliance with Federal, State, System, and campus policies regarding diversity, equity, and inclusion.

Reviewing, as requested, all diversity, equity, and inclusivity-related activities including, but not limited to:

* Affirmative Action Plan
* Campus Inclusive Excellence Plan
* Affirmative Action Programs -
* Faculty/Staff: Recruitment and Retention of Racial/Ethnic Minorities, and Women and Employment Matters
* Students: Access, Recruitment and Retention, and Employment Matters
* Reviewing proposed policy and procedural statements and advising the Chancellor on the need for policy changes as necessary.
* Producing discussion papers on timely diversity topics.

### **Chancellor’s Council on Diversity and Inclusive Excellence**

**Committee Members: Chair:** Stacie Christian**,** Coordinator of Inclusive Excellence and Pride Center. **Faculty-** Kimberley Reilly, Assistant Professor, DJS,14-16; Bryan Carr, Assistant Professor, ICS, 14-16; Minkyu Lee, 13-15; Adam Parrillo, 14-16. **Academic Staff-**Forrest Brooks, 14-16; Joanne Dolan, 14-16; Joanie Dovekas, 13-15. **Classified Staff:** Nicole Miller, 14-16. **Student Members (one year term):** Lorenzo Lones, 14-15; Camara Wallace, 14-15; Grace Vecchie, 14-15; Liz Peterson, 14-15. **Members Ex-officio/voting:** Michael Casbourne, Director of TRIO and Precollege Programs; Kimberly Desotell, Director of Phuture Phoenix Program and Director of Development Program; Brenda Amenson-Hill, Dean of Student Affairs; Lynn Neimi, Director of Disability Service; Jennifer Lanter, Associate Professor, Director of CATL; Brian Wardle, Athletic Department Representative; Scott Furlong, Dean of the College of Liberal Arts and Sciences; Sue Mattison, Dean of the College of Professional Studies; Sheryl Van Gruensven, Director of Human Resources and Affirmative Action; Justin Mallett, Director of American Intercultural Center.

**Accomplishments:** The primary accomplishment of the Chancellor’s Council on Diversity and Inclusive Excellence is the ability to provide leadership and opportunities for individuals within the campus to discuss, learn and implement change for an increasingly inclusive campus environment that enhances the ability for UWGB to be a warm and welcoming environment for students, employees and the community. Being inclusive will assist UWGB to be an active participant in a global community and to be a thriving institution with opportunities for a larger membership who wish to be a part of the UWGB experience.

One new initiative within the Inclusive Excellence program is the Inclusivity and Equity Certificate Program. As the Coordinator of Inclusive Excellence and Pride Center, Stacie Christian routinely meets with Melissa Nash, Forrest Brooks and Lynn Neimi to develop and implement a career development certificate program that is based on academic research, student and employee experiences, and employee request and feedback. Thus far six programs and two workshops have been provided for employees on inclusive topics such as “Transgender”, “First Peoples”, “Millenniums”, multicultural student communication and others. These career development opportunities can be used for personal or professional growth as individuals choose to earn a certificate and as this career development may be a part of their workplace evaluations.

Another new initiative is the development of Employee Resource Groups (ERGs) at UWGB. The first resource group called “Pride” focuses on LGBTQ and Pride Center topics and initiatives. Employees will be provided an opportunity to learn more about how ERGs can provide social and workplace support for employees by enhancing their engagement to their co-workers at UWGB and to their communities. Other ERGs that are currently of interest and may be started in 2015-2016 is an Inclusive Excellence ERG, a new employee group, and a parent ERG.

**Future Needs and Goals:** Need to replace several committee members for 2015-2016. Coordinator will submit proposed names to Chancellor for consideration. The accomplishments and opportunities within the achievements of this committee and the subcommittees need to be communicated through leadership and campus media and meetings so others can feel that they will benefit if they take part in these opportunities to enhance inclusivity at UWGB. The Chancellor will be consulted with the committee and subcommittees recommendations in order to seek ideas on how to best communicate the Inclusive Excellence successes and opportunities on campus while supporting UWGB goals and initiatives.

**Subcommittee Final Reports**

#### Inclusivity in the Workplace Subcommittee Report 2014-2015

**Charge:** Education and Professional Development for Improving the Inclusiveness of the Workplace Environment

**Subcommittee Members:** Melissa Nash (chair), Stacie Christian, Lynn Niemi, Michael Casbourne, Sousie Lee, Mai Lo Lee, Jennifer Lanter, Minkyu Lee, Joanie Dovekas, Kristy Aoki, Forrest Brooks, Kimberly Reilly, Sheryl Van Gruensven, Yunsun Huh

* Continuation and further marketing of the Inclusivity and Equity Certificate Program
* Inclusivity Professional Development Series – six programs offered in 2014-2015:
  + Veterans Reintegration from Combat to the Classroom
  + Panel on Disability Resources for Employees and Students
  + 10 Factors Minority Students Face Attending Predominantly White Institutions
  + First Nations (held both in the fall and spring)
  + Transgender Equity in the Workplace-Pride Center Programming
* Inclusivity Professional Development Series – Inclusivity and Equity at UWGB Workshop
  + First 2-part workshop was held in the spring of 2015.
  + The full 4-hour session will be held in the summer (tentative date of June 17th).
* New Employee Social Planning
  + First Social was in August of 2014. This was a success, and many new employees (and current employees) had positive things to say about the event.
  + Winter Social was postponed due to budgetary uncertainties.
  + The second New Employee Social will take place in August of 2015. Planning for this will happen during the spring/summer of 2015.
* New Employee survey sent to new employees during the 2014 calendar year. Results were discussed, and Faculty will be receiving a packet of new employee campus and community resources during their benefits orientations (given by mentors to University Staff and Academic Staff new employees).
* Initiative to include Inclusiveness objectives in performance evaluations (University Staff language drafted)
* Employee Resource Groups (ERGs)
  + The first ERG (Pride) was formed by Stacie Christian and Joanie Dovekas. This ERG has had several meetings in the winter/spring of 2015.
  + Guidelines for the formation and facilitation of additional ERGs have been drafted. A work group will be refining these guidelines during the summer, and will plan for a large-scale roll out this fall.

1. **Notable Challenges:**

* Budget uncertainties limited our ability to have the Winter New Employee Social

1. **Plans for the 2015-2016 Inclusivity in the Workplace Subcommittee**

* Continue to develop the Inclusivity and Equity Certificate Program, including:
  + Creating an assessment program and committee to assess complete portfolios.
  + Providing at least six unique professional development opportunities.
  + Holding the Inclusivity and Equity at UW-Green Bay foundation course each semester.
* Coordinate two New Employee Socials (one in August of 2015, and one in January of 2016).
* Enable the formation of new ERGs, with organized guidelines for facilitators. The hope is that a few will begin with the start of the 2015-2016 academic year:
  + Inclusive Excellence ERG
  + Parent Support ERG
  + Multicultural/International Employees ERG
* Continue to look at increasing the opportunity to connect new and current employees with community resources.

##### Inclusive Classroom Subcommittee Report 2014-2015

**Charge:** Training and development of faculty and staff to enhance best practices for diverse student retention via classroom instruction

**Subcommittee Members:** Kate Burns (Chair), Christin DePouw, Adrianne Fletcher, Adolfo Garcia, Regan Gurung, Jen Lanter, Lorenzo Lones (student), Dan Meinhardt, Lynn Niemi, Liz Peterson (student), Grace Vecchie (student), Kris Vespia, David Voelker, Camara Wallace (student)

* This year we discussed the need for coordination with other campus groups about what they were doing related to diversity (e.g., Enrollment working group, Online Inclusive Excellence instrument, 2016 Faculty Development Conference, 2017 White Privilege Conference).
* We used last year's year-end report by Regan (Gurung, previous chair) to discuss the top ideas for the committee to pursue this year. Based on this, we decided to pursue the student focus group and collecting faculty experience data as our top priorities (see below). We also thought booster sessions, training at department level, and/or disseminating info in large classes may be beneficial in the future, pending the results of the survey.
* The student focus group will be completed in the fall 2015.
* 48 faculty members were surveyed to ask them why they attended (or not) inclusive excellence programming and ideas for future topics/types of programming. It was determined that most people did not attend because they were not aware of the programming (N=21), they were too busy (N=18), or had time conflicts (N=15). In terms of future programming, the most popular suggestion was related to inclusivity in the classroom/pedagogical issues (N=6), or issues that related to this topic (N=4).

Survey Summary

(N=48): Human Biology, Human Dev., Music, Natural & Applied Sciences, Social Work; Theatre

Why they attend:

-Topic of interest

-Want to work more effectively with diverse students

-Have gone to ones that are personally interesting

-Gain more experience

Why they don't attend (Some people listed multiple reasons)

-Unaware/Don't know what it is (21)

-Too busy (18)

-Time conflicts (15)

-Would take a long time to get certificate/too much work (2)

-Didn't see some of these programs advertised (2)

-Wasn't sure what was offered

-Not interested

-Unclear about certificate

-Will I get worthwhile info from?

-Need more detail about what the talk would be like/suggested preview

Future topics:

-Inclusivity in classroom/pedagogy issues (6)

-Other classroom topics suggested (How to deal with language/writing issues; How to discuss gender in the classroom; How to close achievement gap; How to help struggling students) (4)

-SES/Poverty/Financial issues (3)

-Non-traditional age students (2)

-Transgender (2)

-Mental Health issues (2)

-Not sure (2)

-what is cultural competence?

-Veterans

-Race relations

-Family issues

-Student parents

-Interventions to help minority students

-Having diverse students talk about their experiences

-Help with recruiting students for WISCAMP

-Programs that promote general awareness

-How to recruit underrepresented students in STEM

Future formats:

-Online (4)

-Include in dept meetings (3)

-Offer during week of convocation

Other comments:

-Wants more info on program and details about what counts for certificate

-Thought campus leadership should talk more/be more supportive of this programming (e.g., include in Convocation, Joint Unit Chairs meetings)

**Community Relationships Summary Report 2014-2015**

**Charge:** To increase community relationships and collaboration to assist the communities’ understanding that UW-Green Bay is an excellent choice for diverse students to enroll and to provide support for those students so they are active and engaged members of the Green Bay community.

**Subcommittee Members:** Justin Mallett (Chair), Kim Desotell, Alegra Fowler (student),Denise Bartell and Nicole Miller

The community relationships subcommittee worked this academic year identifying key events within the local community that members of the Inclusive Excellence Committee and senior administrators should attend within the local community. The committee also spent time establishing relationships with key organizations within the Green Bay community that will aid in changing the community perception of UW-Green Bay especially as it relates to minority student representation on the UW-Green Bay campus. This sub-committee did a great job establishing this relationship and aiding in the future recruitment of minority students to UW-Green Bay.

As we venture into the summer, here are some key events taking place within the next year that we need to make sure we have a presence at:

·     June 2015- Juneteenth Celebration (in the community, need IE Committee representation)

·     October 2015- Young Life Fundraiser (Chancellor and other senior leaders should attend)

·     December 2015- Kwanzaa Event (Chancellor MUST be present as event is at UWGB this year)

·     January 2016- Brown County MLK Day Event (Chancellor MUST be present at this event)

·     January 2016- Green Bay MLK Day Event (In the community, need IE representation)

·     February 2016- UWGB Soul Food Dinner (Chancellor MUST be present)

·     March 2016- UWGB Celebration of Success

·     May 2016- Passage to India (in the community, need IE representation)

The committee also worked on establishing key relationships with local groups in the Green Bay community. These groups include:

1.     Boys and Girls Club of Green Bay

2.     Young Life

3.     Girl Scouts of America

4.     Multicultural Center of Green Bay

5.     Oneida Executive Business Council

6.     Green Bay Area School District

These relationships have worked for us during the past year as these entities have attended many diversity and multicultural events on campus. These groups have brought many students to campus and has aided in making the community more aware of the diversity and inclusion that is present on the UW-Green Bay campus.

**Goal:** The goal for next year is to continue building these relationships and continue to have more of a presence in the local community and connect our local community to the UW-Green Bay campus.

**Mentoring Opportunities for Students Summary Report 2014-2015**

**Charge:** To empower paired mentor/mentees with a better understanding of leadership skills

through a multicultural and inclusive perspective.

**Subcommittee Members:** Brenda Amenson-Hill (Co-Chair), Justin Mallett (Co-Chair), Forrest

Brooks, Deirdre Radosevich, Kari Moody, Stacie Christian, Aurora Cortes

The mentoring committee worked throughout this past year to set up a peer mentoring program. The program is designed to connect successful, experienced multicultural and disadvantaged students with new first-year or new transfer students. The committee also decided that we will provide mentors for all of the students participating in the Phoenix Start program. The committee worked on many details throughout the semester. Some of the tasks included:

* Brainstorming the best models and criteria for developing a mentor program designed to help multicultural and disadvantaged students
* Meeting with current multicultural students several times to get their input on the experiences and needs that will help shape the program
* Developed a mentor position description
* Developed an application for the mentors
* Recruited mentors to apply
* Selecting mentors (plan to complete by May 15, 2015)
* Promoting this program to new multicultural students attending UW-Green Bay in fall 2015 (ongoing)
* Identifying key collaborators and stakeholders across the campus (ongoing)
* Sharing the program with faculty and staff in key areas across campus (ongoing)
* Work on training for August and fall semester (ongoing)
* The committee also worked on the beginning stages of developing a mentoring program that would pair students and professionals (on campus or in the community). Most of our work involved testing the ideas to see if we could recruit interested Alumni and community members to participate. So far, we are getting excellent feedback. The committee is working on developing a one page summary for all interested mentors to fill out. We hope this will help promote the program, and enhance our ability to connect students with mentors.
* Our goal is to continue our work on this program, and launch a kick-off in fall 2015. We also want to connect this to the 50th Anniversary.