

2013-2014 Chancellor's Council on Diversity and Inclusive Excellence
End-year Summation
Will be reviewed at May 5 meeting
Please return to Stacie Christian or bring to the meeting

1. Subcommittee Name: **Diverse Classroom Environment Committee**
2. Committee Members:

Brent Blahnik, Jolanda Sallmann, Mai Kou Lor, Regan A. R. Gurung, Lisa Poupart, Kristin Vespia, Illene Cupit, Diana Schreck, Juliet Cole, Grace Vecchie, Gail Trimberger, Danielle Washington, J.P. Leary, Lynn Neimi, Kinyada Watts, Bryan Wardle, Stacie Christian, Jennifer Lanter, Scott Furlong.

3. Accomplishments:

- After forming only in December 2013, managed three face to face meetings with a large number of the committee.
- Collected information on key areas of diversity with an eye towards creating a resource to educate faculty and students about diversity.
- Conducted a campus wide survey to assess classroom climate (over 500 responses already).

4. Notable Challenges:

Working harder to make inclusivity a bigger and more visible part of what we do at the university. We need a variety of different ways to main cultural diversity more visible on campus. POSSIBLE SOLUTIONS:

- i. Share cultural stories similar to NPR's [story corps](#) project
- ii. Increase the amount of artwork on campus that represents diverse cultures.
- iii. Have more conversations around culture on campus
- iv. Have Residence life programming on culture so we expand diversity from the AIC to all around campus and so that students who often come from areas lacking diversity can be prepared for diversity in the classroom
- v. Establish faculty mentors for diverse students recognizing the fact that often one on one connections can make the difference in a student staying versus leaving.
- vi. Urge more faculty and students in general to go to diversity programming.
- vii. Increase faculty and staff from diverse backgrounds especially in areas such as Academic Advising and Admissions.

5. Current Recommendations to Committee:

- Roll out the FUSION model (FNS and SWK) to more departments on campus
- Include diverse classroom climate training for new faculty (CATL)

- Have faculty show evidence of how they maintain safe classrooms and reward this in merit and promotion documents
- Highlight inclusivity in the university mission and around campus.
- Online/short quiz at department meetings assessing diversity knowledge
- Inclusivity Booster Sessions, short videos educating faculty on different forms of diversity to match material developed by the committee
- Help staff and faculty increase awareness of our own identities (see material by [Jim Winship](#)- Whitewater and Madison on [FNS](#))

6. Recommendations for Future IE Diversity and Inclusive Excellence Work:
See above.