

BIPOC EMPLOYEE NETWORK

Creating community and advocating for the needs of BIPOC employees



ABOUT THE NETWORK

The BIPOC (Black, Indigenous, People of Color) Employee Network is a group of campus employees focused on:

- improving the overall work experience of BIPOC employees at UW–Madison
- raising awareness of issues that impact BIPOC employees
- advocacy, and community-building for and among BIPOC employees

This group recognizes that:

- historical systems which continue to influence UW–Madison’s culture and campus experiences can be isolating, exclusionary, and alienating to BIPOC communities
- intentionally centering the voices and needs of BIPOC employees can create a campus culture and community that is more welcoming and inclusive
- community-building can contribute to enhanced BIPOC employee retention and work engagement

This group is inclusive of all employment categories and does not represent any specific school, college, division or department.



HISTORY

2020

A group of BIPOC employees who work in advising and career services decided to learn more about how BIPOC employees experience recruitment and hiring on campus.

2021

After collecting data, the group identified prominent needs around retention, community-building, and engagement among BIPOC employees.

2022

The BIPOC Employee Network was formed to address these needs and a BIPOC Employee Retention Specialist was hired to facilitate and support the Network.

BIPOC EMPLOYEE GATHERINGS

In partnership with campus stakeholders, the BIPOC Employee Network plans and hosts monthly community gatherings for BIPOC employees on campus.

These gatherings:

- create a sense of community and belonging
- hold space for connection, care, and individual, interpersonal and collective well-being of BIPOC employees on campus
- allow a safe space to just BE



COMMUNITY INTENTIONS

- These are BIPOC-affirming spaces that center the needs and experiences of BIPOC employees.
- These are community spaces that are intended to cultivate individual and collective care and build connection through shared experiences.
- Employees are asked to approach and join these spaces with care, compassion, kindness, respect and grace for self and others.
- These are non-violent spaces that honor diverse and intersectional experiences, needs, confidentiality, and pathways for shared understanding.



To join or support the network, contact: eiew@ohr.wisc.edu

