

## ENGAGEMENT, INCLUSION & DIVERSITY (EID)

### Events | News | Resources

*Diversity is a source of strength, creativity, and innovation for UW–Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.*

*The University of Wisconsin–Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background—people who as students, faculty, and staff serve Wisconsin and the world.*

### | UPCOMING EVENTS |

#### [Courage for Racial Justice, Courage for Collective Liberation](#)

**March 26, 2019, 7:00pm**

**Gordon Dining & Event Center, Symphony Room**

*Interested in building your capacity to create social change? Looking for an opportunity to further develop your understanding of racial justice? [Chris Crass](#), a longtime organizer, educator, and writer working to build powerful working class-based, feminist, multiracial movements for collective liberation, will be giving a lecture on Tuesday, March 26th. Join us for an opportunity to further develop understanding of racial justice and grow your ability to create change within your communities. This event is free and open to the public.*

#### [UW-Madison Women & Leadership: Coffee and Conversation: Leadership](#)

**April 4, 2019, 8:00-10:00am**

**Memorial Union, Tripp Commons**

[REGISTER HERE](#)

*Join the UW-Madison Deans for coffee and conversation about women in leadership. Participants will have the opportunity to network with other UW-Madison colleagues, enjoy coffee, light refreshments and a conversation centered on leadership. The guest speaker for this event will be Chief Kristen Roman.*

#### [Step Up: Equity Matters Workshop – Disrupting Biases: An Individual Commitment](#)

**Friday, April 5<sup>th</sup>**

**DreamBank – American Family Insurance, 821 East Washington Ave., Madison, WI 53703**

[REGISTER HERE](#)

*This workshop addresses the power of company culture in relation to attracting and retaining diverse customers, partners, suppliers and employees. Participants will learn how attitudes, inner biases, and personal backgrounds work together to shape a company's culture. In understanding what an organization's culture is, we can learn*

how to start disrupting biases and instead create an environment where a diverse workforce can cohesively move the organization forward.

**[Cultural Linguistic Services \(CLS\) presents: Language & Culture Mini-Lessons](#)**  
**[REGISTER FOR SESSIONS HERE](#)**

**All sessions are held at 21 N. Park Street from 1:00-2:30pm. Rooms are listed below.**  
**March 25, 2019: Hmong Language & Culture (room 1108)**  
**April 10, 2019: Tibetan Language & Culture (room 1108)**  
**April 29, 2019: Chinese Language & Culture (room 1106)**  
**May 13, 2019: Spanish Language & Culture (room 1106)**

Learn more about the language and culture of other UW-Madison employees and broaden multicultural understanding and cultural awareness in the workplace. All sessions are fun and introductory workshops on languages and cultures that are strongly represented in our diverse UW-Madison workforce. Questions? Contact [Cultural Linguistic Services](#)

**[Working Better Together: Everything DiSC Workplace](#)**

**Thursday, April 11<sup>th</sup>, 1:00-4:00pm**

**21 N. Park Street, room 5045**

**[REGISTER HERE](#)** (Registration cost is \$55 , which covers the cost of the online Everything DiSC Workplace assessment. Registration will close 11 days prior to the workshop.)

*Everything DiSC Workplace is designed to provide you with a practical approach for building strong working relationships that will ultimately help foster healthy, inclusive and engaging work environments across campus. Everything DiSC Workplace is a simple, but not simplistic, validated assessment tool used by organizations and individuals around the world to: better understand self, better understand others, and work better together.*

*Our work environments consist of endless individual differences in behaviors, inclinations, and preferences. Understanding these differences can positively shape how we work together and help leverage our differences to improve communication, build stronger relationships, and ultimately work more effectively.*

*Prior to the workshop, you will be invited to complete the online assessment tool to create greater awareness of your own DiSC style. Then, through active participation the workshop, you will gain deeper understanding of yourself and others to improve work relationships and enhance the success of your work with teams.*

**[An Evening with Angela Davis](#)**

**April 16, 2019, 7:00-8:30pm**

**Memorial Union, Shannon Hall**

*Through her activism and scholarship over the last decades, Angela Davis has been deeply involved in our nation's quest for social justice. Her work as an educator – both*

at the university level and in the larger public sphere – has always emphasized the importance of building communities of struggle for economic, racial, and gender justice. In recent years a persistent theme of her work has been the range of social problems associated with incarceration and the generalized criminalization of those communities that are most affected by poverty and racial discrimination.

Tickets are available for pick up for free at the Memorial Union Box Office to anyone with a valid WisCard (2 max) starting February 25. Tickets will be available for pick up for free AND online (\$4 processing fee per ticket) to all guests starting April 1.

### **PERSPECTIVES: Building LGBTQ+ Inclusion in the Workplace**

**April 30, 2019, 1:00-2:30pm**

**21 N. Park Street, room 5045**

**[REGISTER HERE](#)**

We each experience life through our own lenses. “Perspectives” invites you to listen and learn through the lens of our LGBTQ+ colleagues, students, and customers. An inclusive and affirming work environment is essential for LGBTQ+ staff recruitment, retention, and thriving. Want to move your workplace forward in, but not sure how?

Join this 90 minute session – specifically designed for UW-Madison employees – where we will discuss identities and language, campus climate, and best practices for institutional inclusion, through the lenses of our LGBTQ+ colleagues, students, and customers. Through the sharing of information and interaction, you will build your vocabulary; practice communicating for effective work relationships; and leave with an action plan to help queer and trans people feel affirmed and heard in your work environment(s). Special thanks to our subject matter expert and workshop facilitator - Katherine Charek Briggs, Assistant Director, Gender and Sexuality Campus Center Division of Student Life, UW-Madison, they/them/theirs

### **Teaching Inclusively and Equitably (4-part series)**

**The workshops are in series and participation in all four is recommended. All workshops are from 1:00-3:00pm and will be held at 21 N. Park Street, room 5045.**

**[REGISTER for each workshop HERE](#)**

April 4, 2019: Teaching Inclusively and Equitably, Part I

May 6, 2019: Teaching Inclusively and Equitably, Part II

May 13, 2019: Teaching Inclusively and Equitably, Part III

May 20, 2019: Teaching Inclusively and Equitably, Part IV

Faculty and instructional staff strive to create diverse, equitable and inclusive learning environments because of the positive impacts on students' learning. Often, they do this without any training in how to effectively do so, beyond recreating what they experienced as students. They may grapple with questions like: As student demographics and backgrounds become more diverse, how do you make your content, activities, language you use, and classroom logistics inclusive for all students? And, as students interact with each-other more often through active learning, how do

you respond to “hot moments” or “difficult discussions” in the classroom? Without training, knowing how to address these inequities effectively can be uncomfortable and challenging.

## **[Deep Diversity: Leadership Skills for Inclusive Schools and Workplaces](#)**

**May 21-23, 2019**

**Edgewood College Campus**

**[REGISTER HERE](#)**

The Deep Diversity training skillfully integrates the latest research from neuroscience, psychology, prejudice reduction, organizational development and mindfulness with proven practices for sustaining organizational performance. This unique professional development opportunity is experiential and holistic, a challenging yet non-threatening approach to tackling issues of diversity, inclusion and equity. This award-winning training process will develop key leadership knowledge and skills to support workplace inclusion and equity, as outlined in Shakil Choudhury's book, *Deep Diversity: Overcoming Us vs. Them*.

This program is co-organized by the YWCA Madison and the Edgewood College Social Innovation & Sustainability Leadership Program. An early bird rate is offered through April 15<sup>th</sup>. Registration will remain open until all spots are filled. To receive information about a subsidized fee and scholarship opportunities to join the Deep Diversity Institute, please complete this [FORM](#).

## **| NEWS & RESOURCES |**

### **Article: [How Employee Engagement & Diversity are Tied Together](#)**

“Diversity is about who you hire, and inclusion is about a culture of trust and valuing employees...” How can your organization promote diversity and inclusion in the workplace?

### **Article: [Gender and Workplace Bathrooms](#)**

“As an employer you are legally required to provide workers reasonable access to restroom facilities under the Occupational Safety and Health Administration (OSHA).” What does this look like in practice? How do current practices impact employees? What changes can we make to make our physical workspaces more inclusive?

### **Article: [The Use of Microphones & Subtitles: A note from your Hearing-Impaired Colleagues](#)**

“This is what ableism looks like – the assumption, both explicit and implicit, that able bodies are the desired norm. When you refuse to use a microphone, you are saying that people like me are worth less and don't need to be accommodated. It's an act of exclusion.”

*EID e-Newsletter 3/25/19*

**\*\*\*Please feel free to share these opportunities with interested colleagues. Folks are also welcome to join our listserv by emailing [join-eidcommittees@lists.wisc.edu](mailto:join-eidcommittees@lists.wisc.edu).**