

## ENGAGEMENT, INCLUSION & DIVERSITY (EID)

### Events | News | Resources

*"We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may give and receive such beautiful things as ideas, openness, dignity, joy, healing and inclusion." –Max de Pree*

### | UPCOMING EVENTS |

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

Upcoming sessions are held at 21 N. Park Street from 1:00-2:30pm. Rooms are listed below.

**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](#)

#### **Disability Justice 101 Workshop with Kay Barrett** **Saturday, April 13, 11:00am-12:30pm** **Multicultural Student Center Lounge, Red Gym**

In partnership with McBurney Disability Resource Center and the Gender & Sexuality Campus Center (GSCC), the Asian Pacific Islander Des American Heritage Month Planning Committee is hosting a Disability Justice 101 workshop with performer, Kay Barrett. Kay will be discussing the intersections of identity as a queer, trans, disabled person of color. The Red Gym is wheelchair accessible. For more information or accommodations, please contact [msc@studentlife.wisc.edu](mailto:msc@studentlife.wisc.edu) or call (608) 262-4503.

#### **[Witnessing Whiteness: The Need to Talk About Race and How To Do It](#)** **Tuesdays: April 16 – June 18, 5:00-7:30pm** **Olbrich Botanical Gardens, 3330 Atwood Avenue**

This is a 10-week, sequential series designed for white people to forward anti-racism work. We connect the book, "Witnessing Whiteness", with dialog and experiential activities by exploring the white experience. The goals of the series are to (1) Build a community with a shared understanding of privilege, whiteness, and racism, (2) Increase the ability to begin, support, and progress racial justice work, and (3) Develop leadership capacity around issues of diversity, inclusion and race. Participants will need

a copy of the book "Witnessing Whiteness: The Need to Talk About Race and How To Do It".

The series is free and limited to 20 participants. First come, first serve. To register, please email Crystal, [crystal.anders@gmail.com](mailto:crystal.anders@gmail.com) with subject "Olbrich Witnessing Class".

### **WEBINAR: Lessons from 10 Years of Stay Interviews**

**Wednesday, April 17, 12:00-1:00pm CENTRAL time**

**Registration fee is \$49, [REGISTER HERE](#)**

In this webinar, participants will explore how stay interviews have evolved into a systemic approach proven to increase employee engagement with trackable metrics. This webinar will touch on four key elements of a stay conversation, guidelines for career growth conversations, types of career preferences and how they differ by employee and leader coaching tips and tactics.

### **Why It's So Hard for White People to Talk about Racism**

**Monday, April 22, 6:30-8:00pm**

**First Unitarian Society, 900 University Bay Drive**

**[RESERVE TICKETS HERE](#), Tickets are free and are required for the event**

**[Robin DiAngelo](#)**, author of "What Does it Mean to be White," will present a free keynote about her new book, "White Fragility." This talk will provide an overview of the socialization that inculcates white fragility and provide the perspectives and skills needed for white people to build their racial stamina and develop more equitable racial practices. This session may also benefit people of color who are vastly underrepresented in an organization and/or wonder how we manage to remain unaware and why it is so difficult to talk about racism.

### **Office Professionals Conference**

**Wednesday, April 24, 8:00am-3:30pm**

**Union South**

**Registration is \$125 and will close April 12<sup>th</sup>, [REGISTER HERE](#)**

Join your colleagues at the Office Professionals Conference for a day of skill-building, networking and learning practical tools for personal enrichment and professional development. All conference sessions will facilitate learning around a bread of topic areas including: building influence, career and campus resources, engagement, inclusion and diversity, relationship building and communication, personal development and workplace skills, and well-being.

### **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.

### **Black Women's Leadership Conference**

**May 2-3, 2019**

**Wisconsin Institutes for Discovery Building (330 N. Orchard Street)**

The 2019 Black Women's Leadership Conference is the Midwest's premier leadership conference for Black Women across Wisconsin to connect with leaders, influencers, entrepreneurs, change makers and creatives who are impacting their industries and their communities.

### **CUPA-HR Wisconsin Chapter Spring Conference: Building your HR Toolbox**

**May 16-17, 2019**

**St. Norbert College, DePere, WI**

**[REGISTER HERE](#), Registration is \$75 and closes on May 7**

The Wisconsin Chapter CUPA-HR (College & University Professional Association for Human Resources) will be hosting their spring conference this coming May and will feature sessions focused on conflict management, financial well-being and retirement readiness, creating an engaged workforce, recruitment tools, and unconscious bias training.

**[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 |**

**[RECORDING – Fighting the Monster without Becoming the Monster: How do we fight oppression without being oppressive?](#)**

*As a recovering activist who overcame burnout and currently support many progressive organizations and leaders, Shakil Choudhury's story highlights the unspoken shadow side of social justice...and needs to be done to do our work more effective, inclusive, as well as accessible to broader society. You can watch Shakil discuss integrating racial justice, with neuroscience and compassion, so we don't have to become the monster to fight it.*

**[RECORDING – Racial Healing & Non-Harming](#) (may need to download to listen)**

*[Ruth King](#), an African American Buddhist teacher, offers reflections and suggestions that highlight the value of creating a mindfulness around race and working toward a healthy racial identity. King's talk can serve as a guide for those us looking for direction. If inspired, Ruth King's book also provides wonderful insight on the topic – [Mindful of Race: Transforming Racism from the Inside Out](#).*

## | INSTITUTIONAL STATEMENT ON DIVERSITY |

**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.

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