

## ENGAGEMENT, INCLUSION & DIVERSITY (EID) Events | News | Resources

"Our lives begin to end the day we become silent about things that matter." –Martin Luther King Jr.

### | UPCOMING EVENTS |

#### [LIVE STREAM: White Fragility with Robin DiAngelo](#)

TONIGHT, April 22, 2019, 6:30 – 8:00pm

This event is sold out, but will be live-streamed [HERE](#).

*\*This event will NOT be recorded and stream will not be accessible after 8:00pm tonight.*

[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.

#### [APIDA \(Asian Pacific Islander Desi American\) Heritage Month Keynote: Sahra Nguyen](#)

TONIGHT, April 22, 2019, 7:00-9:00pm

Symphony Room, Gordon Dining & Event Center

*\*This location is wheelchair accessible and this event is free and open to the public.*

The APIDA Heritage Month Planning Committee is honored to welcome Sahra Nguyen as the keynote speaker for APIDA Heritage Month. Sahra Nguyen is a filmmaker, writer, director, and entrepreneur from New York whose work explores themes of Vietnamese American identity and race. She has spoken at Universities about Asian American issues and identity as well as storytelling and media.

#### **Gender & Women Studies Colloquium**

**Black on the Midwestern Frontier: From Slavery to Suffrage in Wisconsin**

April 25, 2019, 3:45pm

Sterling Hall, room 3401

Black Americans were a tiny minority in Wisconsin territory and later the state; nevertheless, the practice of race-based slavery and anxieties about black migrants led white Wisconsinites to dispute abolition and the rights of black residents. In the mid-19<sup>th</sup> century, fugitive slaves passing through Wisconsin were often met with assistance, while black permanent residents were socially and politically marginalized. Enslaved and free black people lived, labored, and raised families on the Wisconsin frontier; they called Prairie du Chien, Racine, Green Bay, Lancaster, Milwaukee, Madison and

Menominee home. Yet their stories remain largely untold and history of the state and the region remains incomplete without a full accounting of the African American experience and influence.

**[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 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](#)

**[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

**[Lunch and Learn: Climate Justice](#)**

**May 2, 2019, 12:00 – 1:00pm**

**School of Nursing, Cooper Hall Auditorium**

Join Jessica LeClair, clinical instructor at the School of Nursing, and Megan Christenson, epidemiologist at the Wisconsin Climate and Health Program at the Department of Health Services as we learn about the concepts of climate justice and climate change and how it's affecting the health of frontline communities, local opportunities for taking

action, and learn about a new project called Community Assessment for Public Health Emergency Response (CASPER) in Wisconsin.

### **[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.

### **[Native American Center for Health Professions \(NACHP\) Distinguished Lecture Series: Transforming Trauma through Love](#)**

**May 3, 2019, 11:00am – 1:30pm**

**Health Sciences Learning Center (HSLC), room 1335**

Dr. Johnson-Jennings, a Choctaw Indigenous clinical health psychologist, will discuss how historical and current trauma can be transformed into hope and resilience. She will further provide an example of her collaborative, randomized clinical trial and how the Choctaw Nation is seeking to improve health and reduce addiction risks.

### **[Communicating Effectively for Authentic Collaboration](#)**

**May 8, 2019, 1:00-4:00pm**

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

**[REGISTER HERE](#)**

Communication is central to inclusive work environments, positive relationships, and effective collaboration. Participants will develop communication skills that encourage the development of positive, collaborative work relationships and learn how to use these skills in order to actively contribute to a healthy, inclusive and engaging workplace.

### **[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 |

### **ARTICLE: [Why Companies Need to Remember the “I” in D&I](#)**

*“With measurable goals holding them accountable, organizations have risen to the occasion and made a conscious effort to hire more women, people of color, people with disabilities, and people from other underrepresented groups. If you measure inclusion, you should be able to reach the same level of success – and make a profound impact on your company in the process.”*

### **ARTICLE: [How to Use Exit Survey Results to Reduce Employee Turnover](#)**

*“When an employee departs, their exit survey leaves behind clues that expose holes in strategy or how the organization approaches employee engagement. This data displays how the organization can reduce employee turnover in the future – but HR and managers have to know to read it and take action.”*

### **ARTICLE: [How to Shift Your Culture from Dangerous and Destructive to Creative and Constructive](#)**

*“In today's business environment, most leaders are aware of the fact that organizations have cultures that impact how they operate. However, with busy schedules, shifting priorities, and the need to keep up with rapid changes in the marketplace, it can be easy to get lost in day-to-day challenges and lose sight of what's really happening in your culture and how it affects your behavior.”*

## | 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.

*EID e-Newsletter 4/22/19*

*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).**