

## ENGAGEMENT, INCLUSION & DIVERSITY (EID)

### Events | News | Resources

*"Inclusion is not bringing people into what already exists; it is making a new space, a better space for everyone." –George Dei*

### | UPCOMING EVENTS |

#### [Nominations Open for FP&M Recognition Awards!](#)

Nominations for the second annual Facilities Planning & Management (FP&M) Employee Recognition Awards are open through June 1, 2019. These awards are an opportunity for anyone on campus to nominate an FP&M employee, as individuals and/or teams, for their contributions in providing excellence in facilities and services to our campus community.

#### **ART EXHIBIT: Madison after Stonewall: A Legacy of LGBTQ+ Activism** **May 1 – July 2, 2019, Memorial Library lobby**

This exhibit will highlight materials from the LGBTQ+ Archive related to activism post Stonewall. There will be a reception on May 16 from 5:00-8:00pm in Memorial Commons on the 4<sup>th</sup> floor. The reception food, non-alcoholic beverages, and a [pop-up drag show](#). The reception is free and open to the public.

#### [WELLNESS LUNCH & LEARN PILOT SERIES](#)

\*All sessions will held in 21 N. Park Street in rooms 1106 or 1108

#### **Tuesday, May 7<sup>th</sup>, 11:30am – 12:30pm: [Guide to Good Nutrition](#)**

Learn about the key concepts in nutrition and healthy eating.

#### **Monday, May 13<sup>th</sup>, 12:00 – 1:00pm: [Sleep and Stress](#)**

Learn about the benefits of sleep, tips for increasing sleep, and how to identify and address harmful stress.

#### [WEBINAR: Vancity Talks the Talk \(and Walks the Walk\) with Unconscious Bias](#)

**Tuesday, May 7<sup>th</sup>, 12:00-1:00pm CST time**

[REGISTER HERE](#)

Nobody makes decisions in a vacuum. Our brains are constantly taking mental shortcuts – for better or worse – to help us choose between options. These shortcuts are known as biases. One organization that knows the power they wield is Vancity, Canada's largest community credit union. Through its work with the NeuroLeadership Institute (NLI), Vancity has developed language for identifying bias and calling it out to reduce its effects.

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

**[REGISTER FOR SESSIONS HERE](#)**

**May 13, 2019: Spanish Language & Culture (room 1106)**

The last CLS Language & Culture mini-lesson will be held on May 13<sup>th</sup>. 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](#)

**[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.

**[Workout with BUCKY!](#)**

**May 22, 2019, 12:00 – 12:45pm**

**Camp Randall Stadium, [REGISTER HERE](#)**

Celebrate the start of summer at Bucky's Workout, a FREE, high-energy, low-stress workout on the Badgers' 50-yard line! UW-Madison faculty, staff, and students of all fitness levels are invited to participate. In the event of rain, the workout will be held in the McClain Center.

**[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](#).

### **[Step Up, Equity Matters Workshop: Deconstructing Institutional Bias](#)**

**June 7, 2019, 8:30am – 10:30am**

**The DreamBank (21 E. Washington Ave)**

**[REGISTER HERE](#) (Registration is \$30)**

This workshop will teach you how to recognize biases within your organization that create barriers for equity and give you the know-how to address and challenge them. You'll leave energized and equipped to make your organization a more inclusive and equitable organization.

## **| NEWS & RESOURCES |**

### **[TED TALK: Get Comfortable with Being Uncomfortable](#)**

*Luvvie Ajayi isn't afraid to speak her mind or to be the one dissenting voice in a crowd, and neither should you. "Your silence serves no one," says the writer, activist and self-proclaimed professional troublemaker. In this talk, Ajayi shares three questions to ask yourself if you're teetering on the edge of speaking up or quieting down – and encourages all of us to get a little more comfortable with being uncomfortable.*

### **[ARTICLE: Women and Minorities Lack Representation Among Highest-Paid Higher Ed Deans](#)**

*The highest-paid dean position, dean of medicine, has the lowest representation of racial/ethnic minorities among all 42 dean positions surveyed. In contrast, minorities make up more than one-quarter of deans of students, which is one of the lowest-paid dean positions.*

## **| 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 5/6/19*

*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).**