

ENGAGEMENT, INCLUSION & DIVERSITY (EID)

Events | News | Resources

“Difference can be challenging. If you've got a homogenous group of people who all think alike, it's easier to reach a comfortable consensus. Diversity means including people with different perspectives, different experience, different opinions, and perhaps different working styles or expectations.” – Sheryl Sandberg

| UPCOMING EVENTS |

FREE Intramural Summer Sports for Employees!

Get out of the office, meet other employees and have fun by participating in the free intramural sports summer sessions. This is a great opportunity to connect with colleagues across campus and to participate in campus activities that enhance your wellbeing. Attached is more information on how to register a team.

[REGISTER FOR SESSIONS HERE](#)

Sand Volleyball

Season will run June 3 – July 17, 2019, Cole Recreation Area
Mondays OR Wednesdays, 4:45pm OR 5:30pm

Kickball

Season will run July 8 – August 23, 2019, Near West Fields
Tuesdays

Cornhole Tournament

Monday, August 5, 2019, Memorial Union Terrace
4:30pm – 8:30pm

WEBINAR: How Onboarding is Your Best Engagement Tool

June 5, 2019, 12:00pm – 1:00pm CST

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

What happens during an employee's first 30/60/90 days critically affects employee engagement and impact how long employees stay with an organization. This webinar will provide participants with strategies to reduce the risk of early turnover, speed up the time-to-productivity curve, understand elements that creating lasting commitment with new employees, and ways to actively engage recruiters and trainers in the onboarding process.

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.

Understanding and Leading Change

June 25, 2019, 9:00am – 12:00pm

21 N. Park Street, Room 5045

This session will help you with the skills and tool to be an effective initiator, agent, and manager of change. Participants will gain an understanding of the key characteristics of each type of change, the phases of transition in change, determine the mindsets of people in change and how to address each, assess your own change preferences, follow the steps of a planned change model, and practice applying change management concepts.

Building Trusting Work Relationships

July 9, 2019, 9:00am – 12:00pm

21 N. Park Street, Room 5045

Explore how to build and maintain trusting relationships through consistent and intentional words and actions. In this course, you will define what trust is, and what it isn't. You will explore how to set appropriate boundaries and confront distrust with a five step conversation.

CUPA-HR E-Learning Courses: Building a Successful, More Inclusive Search

E-learning courses require a one-time registration, available via the links below

Sponsored by CUPA-HR, this self-paced e-learning course is available for [individuals](#) or [groups](#) and is intended to provide resources and support with cultivating diverse applicant pools and create inclusive search processes.

| NEWS & RESOURCES |

Engagement, Inclusion & Diversity (EID) Principles & Website

In partnership with the Vice Chancellor for Finance & Administration (VCFA) EID Council, divisional EID committees, and campus stakeholders, we have developed EID principles to lead our EID workplace initiatives. The EID principles are intended to provide a shared vision, common language and mutual expectations for all divisions participating in the initiative.

Our EID principles are a shared commitment and will guide us in our work to continually develop healthy, inclusive and engaging workplaces.

*Principle 1: **Promote shared responsibility and accountability***

*Principle 2: **Promote, enhance, and leverage diversity***

*Principle 3: **Create an inclusive culture and community***

Principle 4: **Foster communication and mutual understanding**

Principle 5: **Provide and foster growth and development**

More information and details about the initiative and the principles can be found on our new [EID website](#), which will serve as an ongoing resource for our campus community.

GALLUP: Feedback Is Not Enough

"Today, as leaders know, the workplace is radically different. Modern organizations are more decentralized, matrixed and agile. Employees have greater autonomy and are required to be creative in how work gets done. This means manager can't just give employees feedback about what they did "right" or "wrong." They must listen, ask questions, gain context and create a two-way dialogue."

| 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.**