



ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

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"The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking." – Albert Einstein

| 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](#)

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

WISCONSIN UNION FILM SCREENINGS

This month marks the 50th Anniversary of the Stonewall Riots, a series of spontaneous demonstrations by members of the LGBTQ community in New York City, in response to an early morning police raid on June 28, 1969, at the Stonewall Inn in the Greenwich Village neighborhood. These demonstration are widely considered to be the most important event in the modern fight for LGBTQ rights in the United States and a catalyst of the Pride Movement. To learn more about Stonewall, please visit Stonewallforever.org.

The Wisconsin Union's Diversity, Inclusion and Social Justice Council is sponsoring screenings of two notable documentaries in recognition of this anniversary and Pride Month. The screenings are free and open to the UW community. Each film tells the remarkable tale of how LGBTQ people became a vibrant and integral part of American's family and the world community.

[Before Stonewall: The Making of a Gay and Lesbian Community](#)

June 21, 2019, 2:00pm (Film is 1 hour, 27 min)

Marquee Theater, Union South

Before Stonewall is a 1984 American documentary film about the [LGBT](#) community prior to the 1969 [Stonewall riots](#). It premiered at the 1984 Toronto Film Festivals and was released in the United States on June 27, 1985.

[After Stonewall](#)

June 28, 2019, 2:00pm (Film is 1 hour, 28 min)
Marquee Theater, Union South

After Stonewall chronicles the history of lesbian and gay life from the riots at Stonewall to the end of the century. Narrated by Melissa Etheridge, it captures the hard work, struggles, tragic defeats and exciting victories experienced during this time, and it explores how AIDS dramatically changed the direction of the movement.

[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.

[WEBINAR: Do We Have Inclusion All Wrong?](#)

June 25, 2019, 12:00 – 1:00pm CST
[REGISTER HERE](#)

Join Garvey Chui (NLI consultant) and Dr. Michaela Simpson (NLI researcher) of the NeuroLeadership Institute (NLI) as they review industry insights around the inclusion challenge. Participants will explore how exclusion debilitates productivity, how inclusion efforts can backfire, and where organizational missteps are common. Garvey and Michaela will outline a more effective science-based approach to inclusion, aimed at improving workplace interactions and navigating around the pitfalls of cognitive bias.

[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.

[Immigrant Journeys from South of the Border: “iLLeague a Wisconsin!”](#)

July 10, 2019, all day
Overture Center, 201 State Street, Madison, WI 53703

Immigrant Journeys features stories and photographs from eight people whose journeys began in Columbia, Mexico, Uruguay and Honduras and who are now living in Wisconsin. The Wisconsin Humanities Council has partnered with Pulitzer-winning photographer Gary Porter, award-winning journalist Bill Berry, and Centro Hispano of Dane County to produce the travelling exhibit to inspire more meaningful conversation about immigration in Wisconsin.

[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.



Here are some resources from [Diversity Best Practices](#) that you can leverage to provide additional tools to your employees to ensure that the conversations and commitment to LGBTQ inclusion continues. A couple highlights are listed below.

INCLUSIVE LANGUAGE

A step to a more inclusive community or organization is inclusive language. Understanding and using personal pronouns in the workplace acknowledges and validates someone's gender identity and expression. Learn more about [Talking About Pronouns in the Workplace](#) and why [Getting the Language Right is so important](#).

LGBTQ FACTS & FIGURES

Diversity Best Practice presents key data about LGBTQ buying power and media/internet usage in an accessible and concise [one-page resource](#).

CNN.com also recently updated their [LGBT rights 'fast facts' list](#). The list highlights key milestones in the fight for LGBTQ rights in the United States.

| 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.**