



ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

Events | News | Resources

"In diversity, there is beauty and there is strength." – Maya Angelou

| **UPCOMING EVENTS** |

[Webinar: Set Employees up for Success: Using Onboarding to Increase Engagement & Retention](#)

July 3, 2019, 1:00 – 2:00pm CENTRAL time

[REGISTER HERE](#)

When a company's retention is low, it affects employee engagement. When engagement is low, it negatively affects our ability to retain good people. How do you stop the downward cycle? A strong onboarding program can help. It doesn't have to be costly, but it does have to be intentional.

Together, we will discuss the 3 phases of onboarding, unique concepts to connect with your company's goals, measuring the effectiveness of your program, and how you can use onboarding to positively affect the employee engagement of the entire organization. Join The Currence Group President Jennifer Currence to learn how to design and structure an efficient onboarding process.

[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.

[WEBINAR: Increasing Employee Engagement by Putting Metrics to Work](#)

July 17, 2019, 12:00-1:00pm CENTRAL

[REGISTER HERE](#), \$49 registration fee

Discover new approaches to measuring engagement which will positively impact your overall business metrics. This webinar will discuss innovative strategies for creating a culture where high

performance, teamwork, and empowering leaders energize the people around them. This webinar will also explore techniques to track employee engagement metrics and how to align them to your organization's goals.

[Employee Well-Being Lunch and Learn: Living the Active Life](#)

July 22, 2019, 12:00-1:00pm

21 N. Park Street, room 5045

[REGISTER HERE](#)

This interactive session will cover the benefits of exercise and describe different facets of physical fitness. Participants will participate in 10 minutes of cardio and strength activity, 5 minutes of yoga and stretching, and engage in a discussion around creating a plan to follow through on physical activity goals. Through learning and doing, participants will learn how to incorporate physical activity into their life and find the motivation to do so.

[Step Up Equity Matters Workshop: Brave Conversations](#)

July 23, 2019, 5:30-7:30pm

Agrace HospiceCare, Fitchburg, WI

[REGISTER HERE](#) (\$30 registration fee)

Join Madison-area professionals as you learn to reflectively engage and address everyday bias using various role-specific conversational approaches. Through carefully crafted scenarios and attendee-provided examples, you will walk away from this highly-interactive workshop with the skills you need to challenge yourself and advocate for diversity, equity and inclusivity.

[2019 Inclusion Summit](#)

August 13-14, Atlanta, Georgia

[Learn more and register here!](#)

The Talent Management Alliance (TMA) is hosting its 7th Annual Inclusion Summit, which will address how organizations can embed diversity and inclusion in their practices by leveraging intentionality and proactively managing change. Presenters will share insight from first-hand experiences that apply to all organizations no matter what stage they are at, whether starting the conversation, getting buy-in from key stakeholders, developing a strategy or sustaining initiatives.

[CALL FOR NOMINATIONS: 2019 Outstanding Women of Color Awards](#)

Nomination deadline: Friday, September 20, 2019

The UW-Madison Outstanding Women of Color Awards acknowledges and honor women of color UW-Madison faculty, staff, students (undergraduate or post-baccalaureate) and in the Greater Madison community, who have made outstanding contributions in one or more of the following areas:

- Social justice, activism and advocacy on behalf of disadvantaged, marginalized populations;
- Community service
- Scholarly research, writing, speaking and/or teaching on race, ethnicity and indigeneity in U.S. society; and
- Community building on- or off-campus, to create an inclusive and respectful environment for all.

UW-Madison's Outstanding Women of Color for 2019 will be announced at the annual Diversity Forum on Tuesday, November 5, 2019. A campus-wide reception in their honor will be held in the spring semester on Thursday, March 5, 2020.

| NEWS & RESOURCES |

[ARTICLE: An Antiracist Reading List](#)

"No one becomes "not racist," despite a tendency by Americans to identify themselves that way. We can only strive to be "antiracist" on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage."

"To build a nation of equal opportunity for everyone, we need to dismantle this spurious legacy of our common upbringing. One of the best ways to do this is by reading books..."

[The Power of Employee Recognition](#)

Learn more about the latest research and information on how employee recognition impacts your organization and workforce in the forms of videos, e-books, blogs, reports and more.

[Pulsing with a Purpose: 5 Questions to Consider Before You Launch an Employee Pulse Survey](#)

"In today's disrupted business environment, there are many reasons to conduct pulse surveys. When well designed, they can generate valuable insights. But without a clearly defined research strategy, frequent pulsing can overwhelm managers and decrease employee engagement."

[Online Learning Courses: The Engagement and Retention Leadership Series](#)

The HR Certification Institute (HRCI) and the Society for Human Resource Management (SHRM) are offering a series of online learning courses to development your skills around employee engagement and retention. Eleven unique training modules comprise the Engagement and Retention Leadership Series. Click here to learn more and to register for courses. Online courses are \$49/each to enroll.

[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.

| INSTITUTIONAL STATEMENT ON DIVERSITY |

EID e-Newsletter 7/1/2019

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.**