



ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

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"Injustice anywhere is a threat to justice everywhere." – Martin Luther King Jr.

| **UPCOMING EVENTS** |

[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.

[WEBINAR: Discussing Race and Racism in the Workplace](#)

August 14, Time TBD

Mark your calendars, registration will open soon!

This session addresses the challenges and triumphs of creating and sustaining open dialogue about issues of race and racism in professional environments. Building on models of courageous conversations, participants will learn how to navigate common pitfalls when facilitating and participating in "race talk" and how to manage and interrupt experiences of discomfort toward improving racial competency.

[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** |

[A Summer Reading List...](#)

"D&I practitioners know that storytelling is a powerful tool to create empathy, role model inclusive behaviors and to just plain get to know more about people who you may not cross paths with on a regular basis. However, it is not always possible to hear diverse stories in person, especially if you live and/or work somewhere that is not particularly diverse."

Members of the Diversity Best Practices team compiled a list of some of their favorite

books that offer a window into a culture, place and/or time that is different from those that we experience.

TED Talk: How to get serious about Diversity and Inclusion in the workplace

"Imagine a workplace where people of all colors and races are able to climb every rung of the corporate ladder – and where the lessons we learn about diversity at work actually transform the things we do, think and say outside of the office. How do we get there? In this candid talk, inclusion advocate Janet Stovall shares a three-part action plan for creating workplaces where people feel safe and expected to be their unassimilated, authentic selves."

ARTICLE: The mindfulness conspiracy

"...anything that offers success in our unjust society without trying to change it is not revolutionary – it just helps people cope."

RESEARCH REPORT (Attached): DNA of Engagement – How Organizations Create and Sustain Highly Engaging Cultures

"Highly engaged workforces can mean the difference between simply surviving and winning, as they organizations – to a greater degree than their peers higher levels of business performance, are more agile, and are more likely to retain top critical talent. The outcomes of an engaged workforce are often discernable and, in many cases, documented. But the question remains: how do organizations actually achieve higher levels of engagement? "

GALLUP ARTICLE: Create a Culture of Accountability

"Leaders can encourage more responsibility among employees by creating organizational culture that promotes and cascades accountability through five areas of focus."

| 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.

Visit the [EID website](#) for more information and for an archive of previous newsletters!

***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.