



# ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

## Events | News | Resources

*"We don't need to engage in grand, heroic actions to participate in the process of change. Small acts, when multiplied by millions of people, can transform the world." – Howard Zinn*

### | **UPCOMING EVENTS** |

#### **Lunchtime Wellness**

**August 7, 11:30am-1:30pm**

**Allen Centennial Garden**

How much of your day do you spend inside? If you're like the average American, it's 93% for your time, according to the Environmental Protection Agency. Allen Centennial Garden's program, Lunchtime Wellness, hopes to address this startling statistic by encouraging the UW community to venture outside during the lunch hour and enjoy free wellness activities in the Garden.

#### **WEBINAR: Stay Interview Strategies for your Leaders**

**August 7, 12:00 – 1:00pm CENTRAL time**

**REGISTER HERE, \$49 registration fee**

What do 100% of best-in-class organizations do to boost employee engagement and retention? Stay interviews! Yet sadly, only 39% of all organizations train leaders to have stay interviews with their employees. Research and practice has proven stay interviews must be performed by each leader with their individual direct reports.

#### **Emotional Intelligence@Work**

**August 7, 1:00-4:30pm**

**21 N. Park Street, room 5045**

**REGISTER HERE**

According to Forbes, Emotional Intelligence (EQ) is one of the top 10 skills employees will need to succeed in 2020. CareerBuilder found that 71% of employers viewed EQ more important than IQ .

Why? Research suggests that employees who develop and practice Emotional Intelligence:

- Are effective listeners and communicators
- Successfully manage difficult situations
- Build trusting work relationships
- Admit and learn from mistakes and are open to feedback
- Are empathetic towards others and see value in differing perspectives
- Successfully navigate stress and pressure

The good news is EQ can be learned, improved, and developed. All it takes is practice. Learn more by attending this interactive workshop.

### **[WEBINAR: Onboarding is Not Orientation: The Essentials of Employee Onboarding](#)**

**August 8, 2019, 12:00pm CENTRAL time**

**[REGISTER HERE](#)**

Introducing an onboarding program in to your hiring process can mean the difference between retaining your employees or watching them walk out the door after several months. Organizations who implement an effective onboarding program during the first three months of the new hire employment experience, will have 31% less turnover than those who don't according to the Aberdeen Group.

### **[Building Trusting Work Relationships](#)**

**August 14, 1:00-4:00pm**

**21 N. Park Street, room 5045**

**[REGISTER HERE](#)**

Explore how to build and maintain trusting relationships through intentional words and actions. In this course, you will define what trust is. You will explore how to set appropriate boundaries, and confront distrust with a five step conversation.

Why should I attend?

- Define trust and distrust
- Recognize behaviors that build trust
- Set appropriate boundaries
- Confront distrust with a five step conversation

### **[2019 Inclusion Summit](#)**

**August 13-14, Atlanta, Georgia**

**[Learn more and register here!](#)**

The Talent Management Alliance (TMA) is hosting its 7<sup>th</sup> 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.

### **[Employee Well-Being Lunch & Learn: Sleep and Stress](#)**

**August 23, 11:30am – 12:30pm**

**[REGISTER HERE](#)**

This presentation will cover the benefits of sleep, tips for increasing sleep, and how to identify and address harmful stress. Individuals will be encouraged to participate in activities throughout the presentation to better apply and remember the information covered.

### **[SHRM Inclusion 2019 Conference: Shifting Workplace Culture](#)**

**October 28-30, 2019, New Orleans, LA**

**[Register](#) by August 2 to receive the early bird registration rate**

Inclusion 2019 will help you connect the dots and bridge the gap between a diverse workforce and on that is inclusive. Attendees will gain strategies and insights needed to mitigate bias, shift exclusive workplace habits, transform workplace culture and create better, more productive workplace environments.

## **| NEWS & RESOURCES |**

### **[Four Tips for Effectively Engaging a Multigenerational Workforce](#)**

“How do you manage a workforce that contains members of three or four generations, each with unique expectations and goals for their careers and retirements? It’s essential to understand the realities facing workers in different generations and to develop strategies that respond to each...”

### **[4 Reasons Why Identity Diversity Matters](#)**

“The business community has largely accepted that diversity matters – that focusing on diverse teams, actively mitigating bias, and embracing inclusive habits, all lead to benefits like higher returns on capital and greater innovation. However, a newly emerging divide in the conversation may slow that progress: a splintering that focuses on what kind of diversity matters.”

### **[How to Make Your Teaching More Inclusive](#)**

“Teaching inclusively means embracing student diversity in all forms – race, ethnicity, gender, disability, socioeconomic background, ideology, event personality traits like introversion – as an asset. It means designing and teaching courses in ways that foster talent in all students, but especially those who come from groups traditionally underrepresented in higher education.”

### **[Here’s Why Bias and Inclusion Are Fundamentally Different](#)**

“Bias is what happens in our own brains, while feelings of inclusion or exclusion are what happens in other people’s brains. And yet, organizations reportedly spend billions on diversity training, often in the hopes their employees will start including more.”

## **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.

### **| 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](mailto:join-eidcommittees@lists.wisc.edu).

\*\*\*To unsubscribe from this list, please email [leave-eidcommittees@lists.wisc.edu](mailto:leave-eidcommittees@lists.wisc.edu).