



ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

Events | News | Resources

"I tell my students, 'When you get these jobs that you have been so brilliantly trained for, just remember that your real job is that if you are free, you need to free somebody else. If you have some power, then your job is to empower somebody else. This is not just a grab-bag candy game.'" – Toni Morrison

| **UPCOMING EVENTS** |

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

August 14, 1:00pm CENTRAL time

[REGISTER HERE](#)

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

21 N. Park Street, room 5045, [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.

Fall 2019 Book Workshop Series: [Witnessing Whiteness](#)

Mondays from 6:00-8:15pm beginning September 9

Wright Middle School, 1717 Fish Hatchery Road, Madison, WI

To register, email Laurel at laravelo@wisc.edu, registration ends August 26th

OR

Tuesdays from 5:30-7:45pm beginning September 17

Goodman Community Center, 149 Waubesa St., Madison, WI

To register, email Crystel at crystal.anders@gmail.com, include 'Goodman Witnessing Class' in the subject line.

This is a 10-week sequential series designed for white people to forward anti-racism work. We connect the book with dialog and experiential activities, by exploring the white experience. This is no cost, but participants need to have access to the book. The goals of the series are to (1) build a community with a shared understanding of

privilege, whiteness, and racism, (2) increase your ability to begin, support, and progress racial justice work, and (3) develop leadership capacity around issues of diversity, inclusion, and race. For more details, please review the attached flyer for either series.

Emotional Intelligence @ Work

August 28, 9:00am – 12:30pm

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. 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, and successfully navigate stress and pressure. Learn more at an interactive workshop to explore how to increase your EQ.

Fall 2019 Institutes for the Healing of Racism

Mondays, 6:30 – 8:30pm, September 16 – November 18, 2019

Urban League of Greater Madison, 2222 S. Park Street, #200

This 10-week series aims to raise consciousness about the history and pathology of racism and help heal racism in individuals, communities, and institutions in Madison. We work cooperatively to educate ourselves about the disease of racism through facilitated and voluntary sharing

UW Faculty of Color Reception

September 24, 5:00-7:00pm

Tripp Commons, Memorial Union

The UW-Madison Faculty of Color Reception is an annual tradition to introduce newly-hired faculty and celebrate recent promotions among faculty of color. This event provide an opportunity to meet and network with colleagues and staff members, while celebrating UW-Madison's faculty growth and achievements. This event is open to the community and attendees are welcome to bring colleagues and friends to the event.

2019 Racial Justice Summit: Transforming our Future

October 15-16, 2019, Monona Terrace

[REGISTER HERE](#)

Connect with the legacies of resilience, resistance and co-liberation of individuals and communities throughout history. Co-inspiration and learning from the past are critical as we re-imagine our lives and communities from the present-forward. We aim to do so holistically, meaning at all levels of our racial practice: self, relationships, organizations, and communities, as well as at the structural level.

Keynotes and breakout sessions will offer the opportunity to connect to this year's theme at all these levels with the purpose of not only deepening our own personal practices and building community with each other, but ultimately to strengthen our collective action for racial justice in Wisconsin.

[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 |

CALL FOR APPLICATIONS: [EID Graduate Student Intern](#)

The Office of Human Resources (OHR) is seeking applications for an Employee Engagement, Inclusion & Diversity (EID) graduate student intern. We are seeking applicants who are highly motivated and hardworking individuals, who bring with them unique backgrounds, experiences and perspectives, and have great interests in engagement, equity, inclusion and diversity. The full job posting can be found [here](#). Please share this intern opportunity with any interested graduate students!

[What is Workplace Inclusion and Can you Measure it?](#)

How can you use technology to support a culture of inclusion and diversity? With advances in technology and the growth of people analytics, HR increasingly has the tools it need to promote and embed diversity and inclusion initiatives, and perhaps most critically prove that it can be a significant driver of business performance. Learn more about the research in this space through this interview with industry analyst, Stacia Garr and her team at RedThread Research.

[How Culture Shapes Employee Motivation](#)

Business leaders believe a strong organizational culture is critical to success, yet culture tends to feel like some magic force that few know how to control...We've found that answering three questions can help transform culture from a mystery to a science: 1) How does culture drive performance? 2) What is culture worth? 3) What processes in an organization affect culture? In this article, we address each of these to show how leaders can engineer high-performing organizational cultures and measure their impact...

[Trust and the New Employee-Employer Contract](#)

"As trust in media and government erodes, people are turning to that which they know and can control: the relationship with their employer. Fifty-eight percent of general population employees say they look to their employer to be a trustworthy source of information about contentious societal issues. A strong majority (71%) of employees agree it's critically important for their CEO to respond to and talk about challenging

times and sensitive topics. More than three-quarters (76%) of the general population concur – they say they want CEOs to not only address issues, but actually take the lead on change instead of waiting for government to impose it.”

The Truth About Anti-White Discrimination

“Hiring discrimination is as rampant now as it was in 1989. From a meta-analysis of over 55,000 equally qualified job applicants: Whites get 36% more callbacks than Blacks and 24% more than Latinos – even with identical resumes where only the name is changed. There was zero evidence of discrimination against Whites. This reinforces evidence that pretending to be color-blind backfires – If you can’t see race, you can’t see racism” (NYT).

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.

EID e-Newsletter 8/12/19

***To unsubscribe from this list, please email leave-eidcommittees@lists.wisc.edu.