



ENGAGEMENT, INCLUSION AND DIVERSITY

University of Wisconsin-Madison

Events | News | Resources



Dreams and reality are
opposites. Action
synthesizes them.

Assata Shakur
PICTUREQUOTES.COM



| UPCOMING EVENTS |

[UW-Madison Diversity Forum](#)

November 5-6, 8:00am – 5:00pm

Varsity Hall, Union South – [REGISTER HERE](#)

Join us for the 2019 UW-Madison Diversity Forum, the university's annual two-day conference-style event. This year's forum will feature a keynote address from John Quinones, longtime ABC News correspondent and creator and host of the "What Would You Do" hidden camera television series.

[Better Together Joint Chamber Networking Event](#)

November 6, 4:00 – 7:00pm

[REGISTER HERE](#), this event is free, registration is required

Great Dane Fitchburg, 2980 Cahill Main, Fitchburg, WI

Celebrate diverse perspectives and how they lead to better solutions. Join colleagues and community members for a joint networking event sponsored by the Summit Credit Union. This year this event will feature the Madison Black Chamber, Latino Chamber of Dane County, Wisconsin LGBT Chamber, Out Professional Engagement Network (OPEN), and the Fitchburg Chamber.

[Job Search Support Group](#)

Wednesdays, 10:00am-12:00pm - No charge; No registration required

Nov 6 – Interview Prep and handling nerves; Nov 13 – Mock interviews, round 1; Nov 20 – Mock interviews, round 2; Nov 27, Surviving the holidays
21 N Park street, sign in building lobby

A weekly gathering designed to provide support, information, new ideas, and resources to those in the midst of a job search. Topics addressed in group are based on input from group members. Common topics include: networking, interviewing, self-awareness, self-care, effective communication, generating job leads, and other job search concerns.

Women & Leadership: Coffee and Conversation

November 7, 8:00am-10am

Check TITU, Union South

Join those who support women's advancement for coffee and conversation. In this one-hour presentation, you will have the opportunity to network with other UW–Madison women, enjoy coffee, light refreshments and topical conversation.

Leading with Emotional Intelligence

November 7, 8:30am-4:30pm

Grainger Hall, UW-Madison, [REGISTER HERE](#) (Registration fee is \$289)

Emotional Intelligence is all about people skills – how well you know yourself and your emotions and how well you read and interact with others and their emotions. Learn about how the brain, the body and emotions affect each other, and then how to better manage your own emotions and the emotions of others so you can have clearer, more accurate communications that create cooperation and collaboration in the workplace. Each participant will complete an emotional intelligence assessment in class and will receive access to the online version of the assessment to complete in six months to measure their progress. This assessment reflects one's style or approach to emotions. Participants will also complete an assessment that will help them determine specific skills areas to develop for a higher EQ.

Howard Temin Lakeshore Path Parkrun

Every Saturday, starting November 9th at 9:00am

Start and finish is along the lake behind the Wisconsin Alumni Association, 650 N. Lake St.

All ages, abilities, and backgrounds are welcome! From speedy runners to walkers. Strollers and dogs (short leash please!) are also welcome. Just sign up for a free personal barcode at <https://parkrun.us/register> and show up with the barcode any Saturday morning for the 9 a.m. run.

Follow the Glacier, Arboretum Walk

November 10, 1:00-2:30pm

Visitor Center, UW-Madison Arboretum

Follow the last continental glacier's path through the Arboretum to see how it sculpted the land. Free, no registration required. Meet at the Visitor Center.

[Native Wisconsin, Arboretum Family Nature Program](#)

November 10, 1:30pm-3:30pm

Visitor Center, UW-Madison Arboretum

Explore Wisconsin's native plants and animals. Naturalist-led hike, 1:30–2:30 p.m., indoor activities, 2:30–3:30 p.m. Designed for families with children ages 3–11. Free, no registration required. Meet at the Visitor Center.

[Deer Running Moon, Arboretum Night Walk](#)

November 12, 6:30-8:00pm

Visitor Center, UW-Madison Arboretum

Take in moonlit sounds and sights and consider what may have inspired the Ho-Chunk to give the November full moon this name (others call it Frost Moon or Beaver Moon). Free, no registration required. Meet at the Visitor Center.

[An Evening Talk with Jon Kabat-Zinn, Phd ; The Power of Mindfulness in difficult Times](#)

November 14, 7:30pm -9:00pm

\$65 Generosity Ticket, \$40 General Admission, \$25 Students/Financial Need

Shannon Hall, Memorial Union

In this evening of talk, practice, and inquiry, Jon Kabat-Zinn will invite a reclaiming of what is deepest and best in all of us as human beings through the rigorous cultivation of moment-to-moment non-judgmental awareness, or mindfulness, and what it might look and feel like for each of us to practice in a way that is true to who we actually are. He will emphasize how such cultivation is not merely for one's own healing or for reducing one's own stress, powerful as that can be.

[Leader: Coach or Critic](#)

November 14, 8:30am-4:30pm

FEE: \$ 259, [REGISTER HERE](#)

This one-day class will help you improve your power as a coach, helping your people grow and adapt to today's dynamic business demands as they learn new tasks, adapt to change, and develop their capabilities for today and the future. Through better coaching, you'll enhance your retention, maximize productivity, and develop an efficient and motivated organization.

[Wreath Making Workshop](#)

November 26, 5:3-7:00pm - FEE: \$30

D.C. Smith Greenhouse

Ring in the holiday season with this one of a kind wreath made by you! Create an 14" wreath (finished size 22-28") using foraged greens and materials from the Garden. Garden staff will provide guidance and tips for creating your most beautiful wreath.

Affinity Group Gatherings

For more information contact events@cdo.wisc.edu

Join UW faculty staff and professionals to meet, connect, converse, and build community.

[African American Affinity Group](#)

November 9, 5:00pm-7:00pm

[LatinX Affinity Group](#)

November 13, 11:45am – 1:00pm

[Native American Affinity Group](#)

November 21, 6:00pm-8:00pm

[Southeast Asian Affinity Group](#)

November 21, 6:00pm-8:00pm

[Veterans Day Flag Event](#)

November 11, All day

Bascom Hall

For Veterans' Day, we are filling Bascom Hill with flags in honor of veterans who have made an impact in the lives of our members, UW students and staff, and community members. Stop by our table at the bottom of Bascom Hill on November 11th to place a flag in honor of a veteran in your life or sign up to have us place a flag for you:

<https://uwmadison.co1.qualtrics.com/jfe/form/SV>

[Responding to Hate: Public Talk & Student Workshop](#)

November 12, 6:00pm-9:00pm

All are welcome to attend the lecture. Registration is required for workshop.

The Crossing, 1127 University Ave, Madison WI 53715

The Crossing will host a Talk and Workshop led by Pardeep Singh Kaleka and Arno Michaelis, founders of Serve 2 Unite and authors of The Gift of our Wounds.

We live in a time of increasing division and expression of hate. How do we respond? How do we 'love our enemies'? Pardeep and Arno will allow students to dive deeper into what it means to "love our enemies."

[Title and Total Compensation \(TTC\) Project November Forum \(English only\)](#)

If you need ASL interpretation or other accommodations, please email ttcstudy@ohr.wisc.edu

November 11, 9:00am-10:30am

School of Nursing, 701 Highland Ave

November 12, 1:00pm-2:30pm

Gordon Dining and Event Center

November 14, 11:00am – 12:30pm

Health Sciences Learning Center

November 20, 11:30am – 1:00pm

Online Forum, session link, live on day of event: hr.wisc.edu/ttc-live

All UW-Madison employees are invited to attend an informational update on the Title and Total Compensation (TTC) Project. New information will be shared, so even if you have attended a previous forum, you are encouraged to join us for this event. Get updates on the TTC Project and how it will impact you.

**[Title and Total compensation \(TTC\) Project November Forum](#)
(Multilingual: English, Spanish, Hmong, Tibetan, Mandarin, Nepali)**

November 12, 9:00am-10:30am

TITU, Union South

November 13, 11:00pm-12:30am (late night)

Health Sciences Learning Center

All UW-Madison employees are invited to attend an informational update on the Title and Total Compensation (TTC) Project. New information will be shared, so even if you have attended a previous forum, you are encouraged to join us for this event. Get updates on the TTC Project and how it will impact you.

[Hostile and Intimidating Behavior Prevention Training](#)

November 12, 7:00am-8:30am

1220-1222 Health Sciences Learning Center, [REGISTER HERE](#)

November 21, 10:30am – 12:00pm

5045 21 N Park St, [REGISTER HERE](#)

All employees of UW–Madison are encouraged to participate in Hostile and Intimidating Behavior (HIB) Prevention Training. In this 90-minute workshop, participants will look at a number of scenarios to identify whether or not they reflect hostile and intimidating behavior. Participants will also discuss their responsibilities and options when they hear about or experience incidents of hostile and intimidating behavior. UW–Madison policies on HIB and campus resources will be reviewed.

[Winter Planter Workshop](#)

November 12, 5:30-7:00pm – Tickets: \$30

D.C. Smith Greenhouse

The arrival of winter doesn't mean that your outdoor planters are done for the year. You'll learn how to assemble the best winter arrangement for your front porch or patio. Supplies are included for one arrangement.

Webinar: State of Diversity, Inclusion & Intersectionality in the Workplace

November 12, 12:00 – 1:00pm CST – [REGISTER HERE](#)

Three years ago, Culture Amp launched the Diversity and Inclusion Survey with Paradigm. It was the HR industry's first survey to enable organizations to collect, understand, and act on employee feedback across the intersections of complex social identities (Gender Identity, Race/Ethnicity, Sexual Orientation, Disability, Family, Socioeconomic Status, Veteran Status, and Age).

During this 1-hr webinar, we are excited to share our findings from our recently released 2019 Diversity & Inclusion benchmark report on the state of diversity, inclusion, and intersectionality as they affect the way we work.

During this webinar, participants will: gain an understanding of the state of diversity & inclusion within the workplace, gain insights into what other companies are doing to advance their D&I goals, receive a live take on Culture Amp's D&I findings from its 2019 report.

[Leadership and Management Development Conference](#)

November 13, 8:00am-4:00pm

Varsity Hall, Union south, [REGISTER HERE](#) (Registration fee is \$125)

Join leaders and potential leaders within the Madison community in a full day of professional development and networking. Participants will walk away with skills that can be applied to their own work as well as their teams and organizations.

[UW Women Veterans Coffee Club](#)

November 13, 9:00am- 11:00am

TITU, Memorial Union

This is the third monthly coffee club hosted University Veteran Services for women veterans who are students, faculty or staff. This is a casual opportunity to build community and meet each other - no information overload! We'll have coffee, tea, and baked goods!

[Beading Workshop: Loom](#)

November 14, 6:00pm -8:00pm

Come enjoy our workshop and learn how to bead loom style.

[5th Annual Native Nations Nursing Summit](#)

November 15, 8:00am-3:00pm – Free

Ho-Chunk Gaming WI Dells Hotel and Conference Center (S3214 County Hwy BD, Baraboo, WI 53913)

This event is for Native students, Native and Non-Native nurses, nursing school recruiters, faculty, and staff.

This summit will focus on educating nurses about the public health needs of WI Native communities while highlighting a holistic approach to healthcare. This event will include information about pathways to the profession for middle and high school students, career advancement opportunities within nursing, and continuing education for RNs and advanced practice nurses.

Career Change 101

**November 15, 12:30pm-2:30pm
Hawthorne Branch Library**

Thinking about a career change but overwhelmed by all the information out there? Not sure how to get started? This workshop gives you a jump start by helping you identify reliable resources for: 1) the career planning process; 2) local and online resources available to you; 3) clarifying a path to a more fulfilling career; 4) taking your career in a new direction.

Drop-In Office Hours: DWD Office of Veteran Employment Services

**November 21, 9am-3:30pm
This event is open to veterans who are students, faculty or staff
10320, 333 East Campus Mall**

We're hosting Dave Walters from the Office of Veteran Employment Services within the Wisconsin Department of Workforce Development! Dave is a great resource for questions on: Resumes, Job searching, Non-competitive appointments for eligible veterans, interview preparation, and more!

Comedy Show: Starring Tonia Jo Hall

**November 22, 6:00pm – 7:00pm
For more information contact: wunksheekuw@gmail.com**

Comedy is a long-running art form in Native communities. For this year's Native November speaker, we will have internationally known Lakota/Hidatsa comedian and motivational speaker Tonia Jo Hall.

Effective Communication for a Multicultural Workplace: Strategies for Success

**(flyer attached)
November 22, 1:00pm-2:30pm
21 North Park Street, Room 1108**

An interactive workshop to discuss and practice effective communication strategies for English speakers working with those who speak different first languages. Participants will receive a "toolbox" of tips for communication and a list of resources.

Learning Objectives: Participants will understand and be able to use a variety of self-assessment and communication strategies when working and interacting with others in a multicultural environment.

[5th Annual Hate/Bias Response Symposium: Harnessing Radical Hope for Collective Action](#)

December 3-4, [REGISTER HERE](#)

**Registration fee is \$170 for attendees and \$50 for students before November 8th
UW-La Crosse, 1725 State Street, La Crosse, WI**

Join us for a two-day symposium on hate/bias prevention, response, and healing, built around a social justice framework, in an effort to facilitate and sustain educational/organizational systems that are more safe, equitable and just. The primary audience for this symposium is teams or individuals working directly on hate/bias education, prevention, response, and healing within a higher education setting, which typically includes Chief Diversity Officers, Affirmative Action Directors, Counseling staff, LGBT directors, Multicultural Directors, Campus Climate Coordinators, Residence Life stakeholders, Violence Prevention Specialists, University Police, and student activists.

[Witnessing Whiteness: The Need to Talk about Race and How to do it](#) (flyer attached)

Book Workshop Series Facilitated by Laurel (Finn) Ravelo and Erica Kruger

The series is limited to 25 participants. To register, please email Laurel at laravelo@wisc.edu by November 29nd.

**Mondays, 6:00pm-8:15pm, Wright Middle School, 1717 Fish Hatcher Rd., Madison WI
December 9th & 16th; January 6th, 13th, 17th; February 3rd, 10th, 17th, & 24th; March 2nd**

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. There is no cost, but participants need to have access to the book.

Attendance: To really understand and ultimately address how whiteness affects racism, a strong commitment to attendance is required. **Sessions 1 and 10 are mandatory. We ask that any absences are pre-planned; maximum number of absences is 2.** At Session 1, we will ask you to let us know the dates you plan to miss (if any). Please check dates carefully.

[2019 HR@UW Conference: Driving Successful Change](#)

December 3, 7:45am – 4:00pm

Union South, [REGISTER HERE](#) (Registration fee is \$25)

Early registration is now open for the 2019 HR@UW conference. This year's keynote speaker is HR Strategist, [Dyan Jenkins-Ali](#) from the University of Michigan and a range of breakout sessions will be offered to support growth, development and change in HR.

[Becoming an Inclusive Leader: A Business Imperative in the 21st Century](#)

December 5, 8:30am-12:00pm

Grainger Hall, UW-Madison , [REGISTER HERE](#) (Registration fee is \$149)

In this session, we will discuss the new workplace context in the 21st Century organization, unconscious challenges and bias, the journey, traits, behaviors of Inclusive Leaders, what you need to do to become an Inclusive Leader and both its internal and external benefits. Topics will be covered through discussions, self-assessment and activities. Leaders will walk away with actionable tools and tactics they can use to lead inclusively. Inclusion is a sense of belonging, connection and community at work. An Inclusive work

culture acknowledges the unique experiences and perspectives each individual brings to the table, employees feel welcomed, known, valued — and encouraged to bring their whole, unique selves to work and to fully participate in the organization. By acting inclusively, leaders can boost engagement, productivity and innovation.

| NEWS & RESOURCES |

[With an eye on the weather, keep these guidelines in mind](#)

With snow and colder temperatures in the forecast this week, UW–Madison’s Office of Human Resources reminds all employees of campus inclement weather guidelines.

[Message from Provost Karl Scholz](#)

The message below was sent to all graduate students on Oct. 26 by Provost Karl Scholz

UW–Madison is one of the premier institutions of higher education and graduate students are an integral part of the world-class education, research and outreach that happens here every day. At UW–Madison, we expect faculty members to treat students with respect and to always support their educational and personal well-being. In the most recent campus-wide student climate survey (2017), 78% of graduate students reported they feel very or extremely welcome, and the same percentage of graduate student reported that they feel very or extremely respected on campus. We know, however, that we can do better.

[Message from UW-Madison and Wisconsin Alumni Association on Homecoming Video](#)

“We often speak about making UW–Madison a place where people of all identities and backgrounds feel valued, welcome and safe. On Sunday, something happened that made many students and alumni of color and their allies question our commitment: The [student Homecoming Committee](#) released a video that did not properly represent Black students and other students of color as essential members of our campus community.”

A small group of student leaders quickly mobilized a Student Inclusion committee. In partnership with University Communications, the committee created a video in response to the Homecoming video and the larger issue of inclusion on campus. The video was shown at the UW Homecoming football game during halftime. [View the video from the Student Inclusion Committee here.](#)

[Statement in Response to Posters on Campus](#)

“Early this morning, we became aware of a series of posters placed around campus, including one that used exclusionary language and appeared to be a racist message directed against students of color. This understandably raised concerns about safety and our campus values. We want to be clear that UW–Madison stands against racism and all other forms of hate and any messages of exclusion.”

[AAU Survey Highlights Need for Continued Action Against Sexual Violence, Misconduct](#)

Sexual assault and misconduct remain serious problems on every campus across the country. Ensuring the safety of our students is a fundamental priority for all of us at UW–Madison. Today our university released [results](#) from the 2019 American Association of Universities survey on sexual assault and misconduct. When our university participated in this survey in 2015, it was a first-of-its-kind effort nationally.

[What Employees Think About Inclusion in the Workplace \[New Research\]](#)

Diversity and inclusion go hand-in-hand in the workplace. While diversity is about having a mix of people with differences and similarities, inclusion is about creating a fair and safe environment that supports and empowers that mix of people.

[Aaron Bird Bear named UW-Madison's First Director of Tribal Relations](#)

"Strengthening our relationships with the First Nations of Wisconsin is one of our highest priorities, and we are excited that someone of Aaron's experience and knowledge has agreed to help us advance this effort in partnership with the American Indian nations and communities of Wisconsin," says Chancellor Rebecca Blank. "Aaron is a recognized leader who brings to this role an acute awareness of the university's history on Native issues and a deep understanding of the work that needs to be done."

Job Opening: [Program Coordinator – Multicultural Learning Community](#)

The Multicultural Learning Community is a residential undergraduate community that supports students' academic success while providing a strong transition to UW-Madison during their first year on campus. We are looking for a Program Coordinator who has strong administrative and organizational skills, can collaborate in team environments, wants to work directly with first-year students, and is committed to fostering social justice. If you want a meaningful, varied, and fun job serving students please consider applying!

Job Opening: [People Milwaukee Academic Lead](#)

The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE) is seeking Academic Leads to service the Academic Centers for Enrichment (ACE) tutorial sites for students of Milwaukee Public Schools. Academic Lead is the on-site tutoring coordinator and is responsible for teaching projects, workshops and ACT Prep. Candidates with experience in teaching academic lessons to grades 9-12 in the subjects of Math, English, or Science are encouraged to apply.

Job Opening: [ADA Coordinator](#)

The ADA Coordinator is responsible for coordinating UW-Madison's compliance with the ADA and Sec. 504 of the Rehabilitation Act of 1973, and other federal, state and local laws pertaining to people with disabilities and accessibility. The ADA Coordinator will

coordinate and collaborate with campus partners to ensure UW-Madison is continually striving for access and inclusivity in employment, instruction, virtual and physical environments, and programs.

| **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.

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