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EID plays an essential role in our day-to-day practice. This remains true as our communities and country grapple with the consequences of police brutality, white supremacy, and systemic racism, all in the wake of a pandemic. Please remember to center EID and our [EID principles](#) as we work through our campus response and communications around our response, what the impact our response and these realities have on employees, who's most impacted, who needs additional support, who might be overlooked, how do we best meet these needs, etc.

Please continue to take good care and check-in with each other, your loved ones, your friends and colleagues.

Events

a2ru 2020 National Conference

[Land & Equity: The Art and Politics of Place](#)

October 15-30, 2020

Register [HERE](#)

The Alliance for the Arts in Research Universities (a2ru) invites you to join us for the 2020 a2ru national conference, Land and Equity: The Art and Politics of Place, to be held online and hosted by the University of Wisconsin–Madison, starting October 15, 2020.

Programming will spread across the second half of October, primarily taking place in the late afternoon Eastern Time.

The 2020 theme Land & Equity considers how our work as artistic, scientific, and humanist researchers and educators is defined by the land on which we find ourselves, and asks who has access to that land and its resources? In turn, we will examine how our art, research, and teaching impacts the places and spaces in which we live and work, and discuss ways that we can use that work to advance more equitable access.

UW Madison 2020 Virtual Diversity Forum

[The Pandemic Effect: Exposing Racism & Inequities](#)

Tuesday, October 27-28

The UW–Madison 2020 Diversity Forum will be held virtually this year on October 27–28. This year’s forum, *The Pandemic Effect: Exposing Racism and Inequities*, will explore a convergence of contemporary issues from racial equity and social justice to disparities in health care and white privilege during two full days of speakers and interactive sessions. The virtual event is open to the public.

The university’s premiere conference on diversity, equity and inclusion will feature a duo of keynote authors, who both focus on the sociology and impact of race and race relations. On opening day, Tuesday, Oct. 27, the speaker will be Robin DiAngelo, Ph.D., author of the widely acclaimed bestseller “[White Fragility: Why It’s So Hard for White People to Talk About Racism](#)”. On Day 2, Wednesday, Oct. 28, the guest speaker will be Austin Channing Brown, author of New York Times bestseller, “[I’m Still Here: Black Dignity in a World Made for Whiteness.](#)”

Real Talk for Real Change Addressing Inequalities in School Policies, Policing, and Discipline Practices

October 29, 2020 | 3–5 p.m. CDT, Online

Please register [HERE](#) to join us for this important conversation!

School discipline and policing continues to be characterized by racial disparities that necessitate structural change. *Addressing Inequalities in School Policies, Policing, and Discipline Practices* seeks to engage campus, community, and national experts in exploring the complex issues surrounding the subject and promoting action toward creating more equitable and safe environments for students, staff, and faculty in schools. The [Real Talk for Real Change](#) symposia series is open to the public and focuses on the critical issues of racial justice in education by centering the voices of UW–Madison scholars of color and community members.

A Conference on Building Communities of Equity and Opportunity

ALL-VIRTUAL – Nov. 12-13, 2020

Register for the Webinar: [HERE](#)

Panelists will highlight the work their organizations have done to advance “[The CEO Action Pledge](#),” with a Q&A to follow. Panelists are from companies that have signed this pledge, which aims to rally the business community to foster diversity and inclusion within the workplace. More than 1,200 CEOs nationally have signed this pledge.

Attendees will come away with a better understanding of why support from the top of an organization is critical, what’s been done to achieve the CEO commitments and how CEOs are holding their leadership teams accountable for results.

Learning

[Hostile and Intimidating Behavior Prevention Training for Faculty/Staff](#)

October 26, 10:30am-12:30pm CT

Register [Here](#)

In this online workshop designed for UW-Madison employees, 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 HIB policies and campus resources will be reviewed.

The workshop will be offered on Blackboard Collaborate Ultra.

Be Engaged Workshop Series

[Constructive Criticism: Giving & Receiving](#)

October 28, 11:00am CT

Constructive criticism, or feedback, can be an incredibly valuable source of information from which you can grow as a professional. However, the skill of giving (and receiving!) feedback can be difficult to master. In this workshop we'll discuss the value of feedback, distinguish constructive criticism from other forms of critique and explore how to effectively provide, receive, and even reject feedback.

[Hostile and Intimidating Behavior Prevention Training for Faculty/Staff](#)

October 29, 7:30am-9:30am CT

Register [Here](#)

In this online workshop designed for UW-Madison employees, 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 HIB policies and campus resources will be reviewed.

The workshop will be offered on Blackboard Collaborate Ultra.

Toward One Wisconsin 2020

[A Conference on Building Communities of Equity and Opportunity](#)

November 11-13, 2020

Conference Registration [Form](#)

The 2020 Toward One Wisconsin Conference Committee has heeded the call from participants in the 2019 Toward One Wisconsin conference to immediately begin planning for 2020 in Green Bay. The community stepped forward enthusiastically to launch it with us. Then we had to reckon as a state and nation with the repeated, horrific violence of racism, while a pandemic forced us to see racism as a public health crisis. It also forced us to delay the conference. But we cannot delay the work.

With a great sense of urgency, we invite you to join a growing and powerful network that reaches across sectors to every corner of the state to take this challenge head on. We are mining the art and potential of gathering through technology instead of in person, excited by the experts that can be brought together, for the interactive exchanges that can happen. [Click here](#) to watch a quick video that highlights what T1W is all about.

Decoding Race for White Leaders - Creating Cultures of Belonging
[Online Offering: Webinars are October 27th and 29th from noon – 3:00pm Eastern Standard Time.](#)

Fee: \$250 USD. Register [Now](#)

In an increasingly diverse landscape, with economic growth reliant on increasing immigration, organizations of all kinds are recognizing the importance of diversity and inclusion in the workplace. And yet as teams become more racially diverse, new kinds of challenges arise. Most people in senior leadership positions still remain predominantly white, and have had little opportunity to reflect on the impact of their racial identity – and whiteness in general – on employees in the workplace.

Learning and Talent Development

[Virtual Learning - Professional Development](#) In these uncertain times, when your work and world are ever-changing, let us provide some learning resources to help guide you. As we work together to find our new normal, Learning and Talent Development is developing virtual opportunities for discussion, learning, and connection—until we can be together again, in person. Everything on this page is available to all UW–Madison employees at no charge.

Community Resources

[Diversity, Equity & Inclusivity Student Services Coordinator](#)

Application Close: October 20

Working in conjunction with the University of Wisconsin School of Medicine and Public Health (UWSMPH) Student Services Office and the Office of Multicultural Affairs, the Diversity, Equity & Inclusivity Student Services Coordinator will promote recruitment, retention, promotion, career development, enrichment and global success of Black and other Under-represented in Medicine (URM) professional degree learners. URM students face unique challenges in pursuing and completing training in health professions degree programs. The Enrichment Counselor will work closely with students through all 4 years of the MD curriculum to support them through individual and group advising as well as program development and implementation.

[Core Research Program Manager](#)

Application Close: October 23

The University of Wisconsin-Madison Collaborative for Reproductive Equity, or UW CORE, is a campus-wide initiative focused on reproductive health research, healthcare access and delivery, policy evaluation, and communication to address critical needs in reproductive health and healthcare in Wisconsin. The CORE Research Program Manager will provide critical intellectual, analytical, coordination, and support services to multiple CORE research projects. CORE recognizes the strength that results from a diverse team, and applicants are encouraged to articulate which identities, backgrounds, perspectives, and experiences they will bring to the team.

The School of Medicine and Public Health has a deep and profound commitment to diversity both as an end in itself but also as a valuable means for eliminating health disparities. As such, we strongly encourage applications from candidates who foster and promote the values of diversity and inclusion.

[Recruitment Manager For The Teacher Preparation Program](#)

Application Close: October 27

The Teacher Education Center seeks an experienced professional with a background in human resources, recruitment, admissions, or a similar field to recruit, attract, and enroll students from all backgrounds to our teacher education programs. We are looking for a social and racial justice-oriented individual who is committed to working in and facilitating an equitable, inclusive, and diverse working and learning environment. This individual will contribute to our spirit of collaboration and to our goal to cultivate a diverse School of Education community.

[Inclusion Program Manager](#)

Application Close: October 28

This position will be responsible for overseeing a large grant focused on dramatically increasing the number of women in computer science at UW Madison and across the country. This position will manage complex projects and communicate with different audiences, in addition to advancing the development and implementation of all aspects of the grant including working with students and student groups, using campus experts, collaborating with the student services community and developing and distributing academic, program and promotional materials. The work is funded by a multi-year grant from the Center for Inclusive Computing at Northeastern University.

[Assistant Dean for Diversity, Inclusion and Funding](#)

Application Close: October 30

The Assistant Dean for Diversity, Inclusion and Funding reports directly to the Associate Dean for Graduate Education and through them to the Dean of the Graduate School. The position provides leadership in implementing strategies to benefit the recruitment and retention of select populations, in advancing issues of access, equity, and inclusive excellence, as well as for strategic oversight of graduate student funding totaling over \$21 million per year from federal, state, and private sources.

[Employee Accommodation Specialist](#)

Application Close: November 1

The UW-Madison Employee Disability Resources (EDR) Office serves as the campus wide hub for information on the disability accommodation process for employees and job-applicants. The EDR Office offers essential information, consultation, education, and referral services to employees and job-applicants, Divisional Disability Representatives (DDRs), and supervisors and managers to help minimize disability-related barriers in the workplace. The EDR Office currently has three full-time staff and is adding a full-time accommodation specialist position.

Wellness Symposium

[CommUNITY Well-Being Month](#)

Register [Here](#)

Due to the COVID-19 pandemic and the disruption of face-to-face campus operations, the 2020 Wellness Symposium has been canceled. In replacement of this year's symposium, we will be offering a CommUNITY Well-Being Month for October 2020.

[Annual Benefits Enrollment](#)

September 28-October 23

Annual Benefits Enrollment is the only time you can make changes to certain benefits without having an eligible life event (for example, marriage, birth, or divorce) or qualifying employment change during the year. Changes made during this period will be effective January 1, 2021. Certain benefits offered to UW–Madison employees require re-enrollment each year.

Information about changes to your benefits options for 2021 and the enrollment process can be found on the [2021 Annual Benefits Enrollment website](#) provided by the University of Wisconsin System.

[COVID-19 Information For Employees](#)

The challenges we are facing together as a university community raise many questions. On this page, you will find information on a variety of topics related to campus operations and workplace procedures and policies in response to the COVID-19 pandemic. You will also find information that can help you protect health and safety for you and your family.

[Resources to Support our Black Community](#)

These resources were compiled by staff in the Division of Diversity, Equity & Educational Achievement and other Black UW–Madison staff in response to and recognition of the impact

national, regional and local incidents of racial violence and loss have on UW's Black community. Our hope is that these resources can provide support as our community members attempt to process and heal mentally, physically, emotionally and spiritually.

[Resources to Support our Asian, Pacific Islander and Desi American Communities](#)

These resources were compiled by members from the [APIDA Student Center Advisory Committee](#) and the [Asian American Studies Program](#) in order to provide support for UW–Madison's Asian, Pacific Islander and Desi American community members.

[Resources for White Allies](#)

These materials are intended to help white UW–Madison community members educate themselves about the systems of racial oppression that undergird American institutions and victimize people of color — particularly Black people — every day. Our hope is that they will help prompt constructive conversations between white colleagues about what they are learning and how they are shifting behaviors to become effective antiracist allies. Engaging in these resources will not make you an expert. They are not intended to center whiteness in the discussion about how we as a community respond to systems of white supremacy. Continue to listen to, elevate and follow the lead of Black and Brown people as we shape our collective future. We hope these materials give you some new tools as you continue to learn more about what it means to be white within these systems of oppression.

News

Higher ED HR Magazine

[Embedding Racial Equity into HR Practices](#)

Wilson A. Christina III and Brandi Junious

During the COVID-19 pandemic, race has been a recurring if not dominant theme in the national discourse. Instances of anti-Asian racism and the racially disproportionate COVID-19 deaths of Black, Native American and Latinx people have occupied news headlines. In similar fashion, media outlets have rushed to cover racial uprisings occurring throughout the country in reaction to the murders of Breonna Taylor, Ahmaud Arbery and George Floyd. While organizations, businesses and institutions have been busy responding to a major health crisis, the nation once again has been confronted with a chronic case of racism. Within this context, postsecondary institutions are challenged with developing inventive ways to resume operations in the fall as they attempt to navigate a reality where social distancing and sustained demands for racial equity and justice have become increasingly normalized.

[DBP Members Celebrate National Disability Employment Awareness Month 2020](#)

Lisa Fraser

October recognizes how people with disabilities strengthen the workforce and deserve absolute inclusion in the workplace. The movement to raise awareness began in 1945 with National Employ the Physically Handicapped Week and transformed into National Disability Employment Awareness Month (NDEAM) by 1988. The Americans with Disabilities Act came into effect in 1990 under President George H. W. Bush. The U.S. Department of Labor has announced "[Increasing Access and Opportunity](#)" as the theme for 2020 National Disability Employment Awareness Month.

| INSTITUTIONAL STATEMENT ON DIVERSITY |

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.

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.

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