



DIVISION OF  
**Diversity, Equity &  
Educational Achievement**  
OFFICE OF THE VICE PROVOST  
UNIVERSITY OF WISCONSIN-MADISON

# UNIVERSITY OF WISCONSIN-MADISON

# **DIVERSITY FORUM 2015**

## **CALL TO ACTION:**

Taking Our Diversity Work into Broader,  
Deeper and More Inclusive Waters

**TUESDAY, NOVEMBER 3, 2015**  
**8:30 AM - 4:30 PM**

**WEDNESDAY, NOVEMBER 4, 2015**  
**8:30 AM - 3:45 PM**





Dear 2015 Diversity Forum Colleagues,

Welcome to our annual Diversity Forum. Now in its 17th year, we're proud to say the University of Wisconsin-Madison has presented annual Diversity Forums since 1998. It has now become one of the major events of the University for the Fall semester.

This year's theme, *Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters*, is reflective of our intent to look both within and to the larger community to guide our diversity efforts, take full advantage of our connections, and gauge our collective success. In a year that has seen activism, triumph and tragedy in Madison and other cities across the country, all members of the community — university-affiliated or not — are invited to attend our free two-day forum.

We're going to dive into the continuing urgency to define and address some of the long-standing issues of our time with a specific focus on our region and state. We're beginning to see the pieces come together from the implementation of UW-Madison's Diversity Framework to how we effectively reach out to support the communities that are inextricably the ties and targets of the Wisconsin Idea.

We can't and won't relent on fine-tuning the role diversity plays in higher education for preparing students for the 21st century and the global workforce. We've made progress and will keep pushing to resolve the challenges involving culture, race, society and economics.

This full-participation discussion will be spearheaded by our keynote speaker, Pulitzer Prize-winning Chicago Tribune Columnist Clarence Page. We also have the privilege to offer local social justice activist Monica "M." Adams as a guest panelist who will provide the voice of a new generation on the diversity, inclusion and the social justice issues of our time.

From documentary film reviews and discussion panels to updates on campus programs and initiatives, or continuing discussions on national trends and state-wide issues featuring local experts, we're going to dig deep and push the envelope on many, many topics.

Then once we've primed our minds and opened our hearts in discussions on the shared possibilities, we hope you'll join us for networking and socializing with old friends and new acquaintances at our end-of-the-day and closing receptions.

I'm looking forward to seeing and working with each and every one of you at the 2015 Diversity Forum.

On Wisconsin!

Patrick J. Sims

A handwritten signature in black ink, appearing to read "Patrick J. Sims". The signature is stylized and fluid.

Vice Provost & Chief Diversity Officer  
Division of Diversity, Equity & Educational Achievement

## Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters

### Day 1 Schedule

|               |                                      |                     |
|---------------|--------------------------------------|---------------------|
| 8 a.m.        | Registration & Breakfast             | Varsity Hall        |
| 8:30 a.m.     | Welcome by Chancellor Rebecca Blank  | Varsity Hall        |
| <b>9 a.m.</b> | <b>Keynote Speaker Clarence Page</b> | <b>Varsity Hall</b> |

Clarence Page is an American journalist, syndicated columnist, and senior member of The Chicago Tribune editorial board. The 1989 Pulitzer Prize winner for Commentary has been a columnist and a member of the newspaper's editorial board since July 1984. His column is syndicated nationally by Tribune Media Services. He also participated in a Chicago Tribune vote fraud investigation, which won the 1972 Pulitzer Prize for public service. Page shared a 1980 Illinois UPI (United Press International) award for an investigative series titled "The Black Tax" and a 1976 Edward Scott Beck Award for overseas reporting in Southern Africa. In 1992, he was inducted into the Chicago Journalism Hall of Fame and later received a lifetime achievement award from the National Association of Black Journalists. His 1996 book, "Showing My Color: Impolite Essays on Race and Identity," was published by HarperCollins.



|                         |                                    |                     |
|-------------------------|------------------------------------|---------------------|
| <b>10:15-10:30 a.m.</b> | <b>Break</b>                       |                     |
| <b>10:30 a.m.</b>       | <b>Question and Answer Session</b> | <b>Varsity Hall</b> |

Join us for a special open discussion on intergenerational community activism, racial justice and social advocacy with Clarence Page and M. Adams. Adams is a UW-Madison graduate in bacteriology and published co-author, and Co-Executive Director of Freedom, Inc., a non-profit organization that helps low-income to no-income communities of color look at new definitions and solutions to ending violence against women, gender-non-conforming and transgender folks and children. Adams also is among the founders of Young, Gifted and Black, a grass-roots coalition dedicated to bringing about social, political, cultural, and economic change by challenging the root causes of violence, poverty, racism and discrimination. Our discussion moderator will be Vice Provost and Chief Diversity Officer Patrick J. Sims.

|                         |  |                            |
|-------------------------|--|----------------------------|
| <b>11:45 a.m.</b>       | <b>Lunch</b>   |                            |
| 1 p.m.-1:30 p.m.        | Scavenger Hunt   | Varsity Hall               |
| <b>1:30-1:45 p.m.</b>   | <b>Break</b>   |                            |
| 1:45-3 p.m.             | "Vel Phillips: Dream Big Dreams," Wisconsin Public Television discussion     | Marquee Theater            |
| 1:45-3 p.m.             | Go Big Read Discussion with Stacy Taeuber, UW Law School Immigration Project | Varsity Hall               |
| 3:15-4:30 p.m.          | "Vel Phillips: Dream Big Dreams," Wisconsin Public Television discussion     | Marquee Theater            |
| 3:15-4:30 p.m.          | Go Big Read Discussion with Cristina Borde, Wisconsin Innocence Project      | Varsity Hall               |
| <b>3:30 p.m.-5 p.m.</b> | <b>Day 1 Closing Reception</b>   | <b>Varsity Hall Lounge</b> |

## Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters

### Day 2 Schedule

|           |   |              |
|-----------|---|--------------|
| 8 a.m.    | Registration & Breakfast                                  | Varsity Hall |
| 8:30 a.m. | Welcome & Opening Remarks by Provost Sarah C. Mangelsdorf | Varsity Hall |

#### 9 a.m.-10:15 a.m. **Breakout Session 1**

##### **Landmark Room** *Building the Bridge Between HR Design & the Framework Implementation*

*Panelists: Bob Lavigna, Assistant Vice Chancellor and Director of Human Resources; Adin Palau, Senior Human Resources Specialist; Susan Baculik, Human Resources Specialist, Advanced; Anjali Sridharan, Project Assistant, HR Design. Moderator: Jake Rebholz, Congressional Liaison*

This session will discuss the rollout of HR Design this summer and how it connects with the Diversity Framework Implementation process. Leadership from the Office of Human Resources will further discuss current and future strategic diversity initiatives on campus involving the intersection of HR Design and the Framework.

##### **Northwoods Room** *LGBTQ Issues for the 21st Century*

*Panelists: Gabe Javier, Assistant Dean of Students and Director of the LGBT Campus Center; Karma Chavez, Associate Professor of Communication Arts; A. Finn Enke, Professor of History, Gender and Women's Studies, and Director of the LGBT Studies Certificate Program*

A discussion of emerging issues involving lesbian, gay, bisexual, transgender, and queer faculty, staff, students and campus community members. Intersectionality, Preferred Name Policy and campus and community resources for transgendered students will be one of some of the diversity and climate issues discussed.

##### **Industry Room** *Building Blocks: The Anatomy of a Diverse Student Body*

*LaRuth McAfee, Assistant Dean for Diversity, Inclusion and Funding in the Graduate School; Dennis Shields, Chancellor, UW-Platteville; Rebecca Scheller, Assistant Dean for Admissions and Financial Aid, UW Law School*

These leaders in higher education on the undergraduate, graduate and professional levels in our state will discuss the strategies of admissions, recruitment and retention to build a broad-based diverse student body. They will also describe the process of attracting students of various backgrounds, identities and experiences to the UW-System as future professionals, scholars and administrators.

##### **Varsity Hall 2** *Sexual Assault Climate Survey (SACS) Update*

*David Blom, Title IX Coordinator; Carmen Hotvedt, Manager, Violence Prevention and Victim Advocacy, End Violence on Campus, University Health Service; Janet Hyde, Professor, Psychology, Gender and Women's Studies; Lori Berquam, Vice Provost for Student Life and Dean of Students; Bret Payseur, Associate Professor of Genetics*

Members of the Sexual Assault Climate Survey Task Force and campus leaders tasked with prevention and response to sexual assault misconduct will give an update on the efforts after the September 21, 2015 release of this survey. They will discuss future initiatives to prevent sexual violence to ensure the health and well-being of our campus community.

#### 10:15 a.m.-10:30 a.m. **Break**

## Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters

**10:30 a.m.-11:45 a.m.**

### ***Breakout Session 2***

**Varsity Hall 2**

#### ***Unconscious Bias: Examining the Dynamic Inclusive Hiring Process***

*Panelists: Jenn Sheridan, Executive & Research Director, Women in Science & Engineering Leadership Institute (WISELI); Linda Newman, Emeritus, Academic Services, School of Education and Community Member of the Campus Diversity and Climate Committee (CDCC); Cathy Trueba, Director, McBurney Disability Resource Center, Division of Student Life; Bob Mayville, Assistant Director, Application Development & Integration, DoIT.*

These researchers, leaders and community members will examine how we successfully manage unconscious bias in our hiring process of faculty, staff and students on campus. They will examine how these tools can be used to recruit, retain and advance individuals of various backgrounds who work on campus to help increase workplace diversity and excellence.

**Landmark Room**

#### ***Influential Leadership 101***

*Panelists: Binu Palta Hill, Director of Diversity, The Wisconsin School of Business; Ray Wilson, Managing Partner of the PricewaterhouseCoopers (PwC) LLP Milwaukee Office.*

Leaders in the academy and the private sector in business will discuss the importance of strong leadership who can advocate for diversity and inclusion in our current and future workforce. Particularly, the business case for diversity will be outlined, as employers continue to seek future workers of broad-based backgrounds.

**Northwoods Room**

#### ***Understanding Race and Gender Biases in STEM***

*Panelist: Stephanie Adams, Department Head and Professor of Engineering Education at Virginia Tech*

Dr. Adams will examine the research and administrative strategic initiatives to help faculty, staff and students better address race and gender bias inhibiting academic success in science, mathematics, engineering and technology (STEM) disciplines. These disciplines should reflect the rapidly changing racial demographics and gender equity in critical fields such as health care, advanced technology and other STEM sectors of our evolving national economy.

**Agriculture Room**

#### ***Capacity Building: Advancing and Advocating for Diversity and Inclusion***

*Panelists: Stan Davis, Owner and Partner of The Davis Group; Don Gillian-Daniel, Associate Director, The Delta Program*

Our panel will discuss how we address the obstacles that exist in developing and fostering diversity and inclusion in higher education, the workplace, and in our community. Join us to learn about programs whose efforts work to advance our community's capacity to promote diversity and inclusion.

**11:45 a.m. - 1 p.m.**

**Lunch**

***Buffet service and seating in Varsity Hall***

## Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters

**1 p.m.-2:15 p.m.**

### **Breakout Session 3**

**Industry Room**

#### ***A Community Conversation: The UW and First Nations***

*Panelists: Christopher Kilgour, Program Manager Information Technology Academy (ITA) Tribal Technology Institute (TTI), DoIT; Nichole Boyd, Campus and Community Liaison, Pathways to Educational Achievement, Division of Diversity, Equity and Educational Achievement; Rebecca Comfort, Interim American Indian Curriculum Services Consultant; Rachel Byington, Title VII Instructional Resource Teacher at Madison Metropolitan School District*

This is a start of a conversation of Native American leaders in our Greater Madison community on the future of UW-Madison's engagement and outreach with our state's tribal communities. It will be the beginning of revitalizing the campus strategic partnerships with our tribal communities by receiving advice and counsel from these local leaders.

**Northwoods Room**

#### ***Question of Autonomy: The Future of Ethnic Studies Programs***

*Panelists: Benjamin Marquez, Professor of Political Science, Director of Chican@ & Latin@ Studies Program; Rand Valentine, Professor of Linguistics, Director of American Indian Studies Program; Timothy Vu, Director of Asian American Studies Program, Associate Professor, English and Asian American Studies; Michael Thornton, Professor of Afro-American Studies*

The future of our Ethnic Studies Programs has been a major concern of faculty, staff and students on campus as efforts to promote diversity and inclusion have increased. Members of our Ethnic Studies Departments will discuss maintaining their autonomy in the face of declining resources, and other challenges as defined by the panelists and participants.

**Marquee Theater**

#### ***A Continuing Town Hall Discussion: The Broken Cycle of Opportunity***

*Panelists: Dr. Ruben Anthony, CEO of the Urban League of Greater Madison; Dr. Jennifer Cheatham, Superintendent at Madison Metropolitan School District; Dr. John Odom, President of Odom & Associates. Moderator: Patrick J. Sims, Vice Provost & Chief Diversity Officer.*

We are continuing our town hall discussion from last year's Diversity Forum which focused on our national leading racial disparities in the Greater Madison Area, and the criminal justice system's contribution to these inequities. This year's discussion picks up where last year's left off, focusing on the contribution of opportunity gaps which lead to racial inequity in the pre-college educational system.

**Varsity Hall 2**

#### ***A Tale of Two Cities Perceptions vs. Reality in the Greater Madison Area***

*Panelists: David Couper, Episcopal Priest, social activist, author, and Former Chief of Police in Madison (1972-1993); Mayra Medrano, President of the Latino Chamber of Commerce of Dane County, Commercial Account Manager for Madison Gas & Electric; Pa Her, M.S., PhD Student in Counseling Psychology, University of Wisconsin-Madison. Moderator: Derrell Connor, Host of Madison in the Morning*

The City of Madison and especially its surrounding suburbs consistently show up on national lists of best places to live in the country. Yet the city and region also show up on infamous lists involving the worst racial disparities in the nation. Is the perception of the Greater Madison area being a wonderful place to live a reality for its diverse populations and communities of color? Or is Madison really two cities dependent on racial identity?

**2:15 p.m.-2:30 p.m.**

**Break**

## Call to Action: Taking Our Diversity Work into Broader, Deeper and More Inclusive Waters

2:30 p.m.-3:45p.m.

### *Breakout Session 4*

#### **Marquee Theater**

#### ***“Journey of Hope: Stories of Transformation” with the Rev. Dr. Carmen Porco***

*Panelist: Rev. Dr. Carmen Porco, President and CEO of Porco Consulting; Jacquie Thomas, Journey of Hope; Pat Steele, Journey of Hope; Vicky Davidson, Journey of Hope.  
Moderator: Jackie DeWalt, Director of External Relations, Partnership and Development for the Division of Diversity, Equity and Educational Achievement*

This documentary based in Northport-Packer Housing Complex in the City of Madison follows three women whose lives have been transformed by Rev. Dr. Porco’s model that hires residents to work in their low-income community. Porco’s model gives these women hope, ownership and a stake in their community and future to create successful careers for themselves and their families.

#### **Industry Room**

#### ***Office of Vice Chancellor for Finance & Administration’s Strategic Initiative: Engagement, Inclusion & Diversity (EID) in Action***

*Panelists: Bill Elvey, Associate Vice Chancellor for FP&M; Margaret Tennessen, Deputy Associate Vice Chancellor for FP&M; BonnieJean Zitske, Post-Award Manager, Non-Federal Accountants, Research and Sponsored Program; Laura Peterson, Office Operational Associate, Transportation Services. Moderator: Dan Okoli, Chair of the Facilities, Planning and Management (FP&M) Engagement, Inclusion and Diversity (EID) Team, University Architect.*

The Vice Chancellor of Finance and Administration’s Division of Facilities Planning & Management (FP&M) EID Team illustrates the campus’ renewed call to action to increase diversity in our campus workforce. This team will discuss its efforts toward increasing diversity to support FP&M’s mission to promote inclusion of tradespeople, University Staff employees, and 2nd and 3rd shift employees.

3:30 p.m.-5p.m.

### *Closing Reception*

*Varsity Hall Lounge*

*Special thanks to:*

