

Office of the Vice Provost and Chief Diversity Officer
Division of Diversity, Equity, and Educational Achievement

October 26, 2016

Dear UW-Madison Community:

I hope that everyone's fall semester is off to a great start. It is well understood that University of Wisconsin – Madison is a large decentralized campus with a myriad of diversity related activities taking place at any given moment. Therefore, the challenge is to know what is happening with regard to diversity, in any particular unit, department, school or college without requiring a great deal of effort to gather information from a multitude of websites, print materials, other colleagues, and students. The response to this challenge from the Office of the Vice Provost and Chief Diversity Officer (OVPCDO) is to spearhead the creation of the Diversity Inventory Program (DIP)—a campus-wide effort to help centralize information about diversity related programs¹, support services², events³, and research⁴.

The OVPCDO wanted to ensure that the needs and concerns of the campus community were heard and used to help shape the creation, functionality, and feel of the database. Accordingly, campus-wide Listening and Feedback Sessions were held in the Spring and Fall of 2016 to learn from the campus community what potential usage, functionality, and user experience its members desire from the database. Our office received a lot of great feedback regarding the direction of this database and the needs it should address.

Overall, the feedback indicates there clearly is a deep desire amongst participants to know of the diversity activities (research, events, support services, programs) around campus and about who is doing the work, in order to help facilitate collaborations and allow for informed referrals. Below is a summary of the feedback, organized by themes within the scope⁵ of the development of this database.

1. Background information

Participants want access to information about the points of contact (name, email, phone number, address) and the purpose, background, goals, objectives, and which languages are for interpreter service at diversity related events, research, support services, and programs on campus

2. Diversity-related Events

Participants want a better sense of the diversity events, trainings, professional development offerings, and recruitment/outreach opportunities offered on campus. They also request information about the speakers and units/departments who facilitate these activities. Furthermore, many questions about the diversity-related events occurring around campus center around wanting to know: do events target specific groups or are they open to all; what events are open to non-students (staff, faculty, family members, the general public etc.); how many people attended diversity programs and events; and, what are the learning outcomes from diversity programs and events? Lastly, there is interest in funding allocation of diversity activities on campus.

3. Targeted Support

Many participants want access to information about the services and support groups available on campus, specifically for targeted and diverse populations.

¹ An organized **system** with staffing, a budget, and a plan of academic or non-academic activities that are done in order to achieve a specific result (i.e., diversity) for students, faculty, and staff.

² Services that are designed to help our students, faculty, and staff become successful and empower them to reach their educational and professional goals (i.e., Peer Mentoring, Tutoring Services, Training, etc.).

³ A social, educational, or community occasion or activity that can be a one-time or reoccurring in occurrence.

⁴ “[A] systematic investigation, including research development, testing and evaluation, designed to develop or contribute to generalizable knowledge. Activities which meet this definition constitute research for purposes of this policy, whether or not they are conducted or supported under a program which is considered research for other purposes” (federal definition of research: <https://kb.wisc.edu/hsirbs/33386>).

⁵ In scope refers to the elements that are under the purview of the project and must be addressed.

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4. Programs

Anecdotally, we know that there are many diversity programs on campus that provide academic or non-academic activities. Also, many of these programs have a specific purpose or mission related to achieving a diversity related outcome for students, faculty, and staff. However, there is no central listing of these programs. There is a request for a listing of the programs (year-long, summer bridge, and pre-college), and information about their respective size, populations served, services rendered, outcomes, Qualitative and Quantitative program metrics, and founding information (founding date, founders, purpose, etc.).

5. Functionality

With regard to the desired functionality, there is a request for the ability to perform key-word searches; forward and publicize the information; search for activities by department and school/college; and generate reports of diversity activities by unit and school/college.

6. OVPCDO

With reference to what the participants want to see from the OVPCDO, there is a request for the production of an annual report of the information in the database.

Thank you again for your participation in the Listening and Feedback Sessions and your continued support of DIP, diversity, inclusion and climate at the University of Wisconsin-Madison.

All the best,

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