

# Social Justice

## Racial and Social Justice Initiatives 2020

### Agency-Advocacy-Action-Accountability

**Agency:** personal empowerment through knowledge acquisition and the expressive dissemination of this knowledge through advocacy and action. The channeling on angst and agitation into advocacy and action.

**Advocacy:** the act or process of supporting a cause, person, or purpose through sharing knowledge and championing worthy actions.

**Action:** the intentional accomplishment of initiatives that will solve problems, generate engagement, and sustain commitment meaningful to endeavors.

**Accountability:** an obligation or willingness to accept responsibility for actions that are meaningful, measurable, and sustainable.

Divisions	Initiatives	Functions	Timeline
Academic Affairs	National Coalition Building Institute (NCBI) participation in all 5 colleges and each major unit in Academic Affairs.  <b>Team Leads: Robin Fox and Kristin Plessel</b>	Agency	This academic year/ multi-year effort
Academic Affairs	Each of the 5 academic colleges shall conduct a meaningful analysis and discussion of equity gaps in DFWI rates in courses, and develop concrete action steps to reduce or eliminate the gaps.  <b>Team Leads: John Chenoweth, Joan Cook and Eileen Hayes</b>	Advocacy/Action	Multi-year effort
Academic Affairs	Re-evaluate our curriculum surrounding diversity courses. Also review when these courses are taught – should they be incorporated throughout a student’s academic experience or is there a diversity component in a wide-array of courses in a student’s degree?	Agency/Action	This academic year/multi-year effort

	<b>Team Leads: Joan Cook, Frank Goza and Diversity Curriculum Committee</b>		
Academic Affairs and EDI	<p>Close the achievement gap.</p> <p><b>Team Leads: Matt Aschenbrener and Tricia Clasen</b></p> <p><b>EDI: Ozalle Toms</b></p>	Action/Accountability	Multi-year effort
Academic Affairs and EDI	<p>Establish a rotating display of multicultural books in both libraries.</p> <p>Readings on Race, Racism and Resistance <a href="https://libguides.uww.edu/pinterest/race">https://libguides.uww.edu/pinterest/race</a></p> <p><b>Team Leads: Carl Fox and Paul Waelchli</b></p> <p><b>EDI: Ozalle Toms</b></p>	Agency/Advocacy	Completed and will update periodically
Administrative Affairs	<p>Set up a resource webpage that is for “Self-Learning”</p> <p><b>Lead: Janelle Crowley and Gina Elmore</b></p>	Agency	Just do it
Administrative Affairs	<p>Improve our focus on macroaggression through videos made available on Canvas and linked from the HR resource page. Other enhanced trainings will be rolled out through professional development.</p> <p><b>Lead: Janelle Crowley and Gina Elmore</b></p>	Advocacy	Just do it
Administrative Affairs	<p>Increase diversity in our work force, but more specifically our student employees who we hire each semester and year.</p> <p><b>Lead: Janelle Crowley</b></p>	Advocacy/Action	Just do it
Administrative Affairs and EDI Office	<p>More representation of people of color on building names by naming a building after Roger Pulliam</p> <p><b>Team Lead: Kenny Yarbrough and Taryn Carothers</b></p>	BSU-WSG Demand	End of AY 2020-2021
Advancement	<p>Review Foundation investments and where possible divest of companies that do not support social justice.</p> <p><b>Team Lead: Greg Rutzen</b></p>	Action	Review to be completed by the end of AY 2020-2021
Advancement	<p>Diversify the staff for Philanthropy and Alumni Engagement. In addition, more intentionality of diversifying the Foundation Board.</p> <p><b>Team Lead: Greg Rutzen</b></p>	Action/Accountability	Just do it

Advancement	Vigilant environmental scanning to keep the University informed. Continuously advancing our agency to keep us current. <b>Team Lead: Greg Rutzen</b>	Agency	Just do it
Advancement	Conduct a diversity fundraising campaign to support diversifying staff/faculty, and expanding Inclusive Excellence Lecturer program. <b>Team Lead: Greg Rutzen</b>	Action	Multi-year effort
Advancement	Provide scholarships to students of color to increase the number of teachers of color in school districts. <b>Team Lead: Greg Rutzen</b>	Action	Just do it/ multi-year effort
Athletics	Rewrite our mission statement and strategic plan to incorporate diversity and inclusion statements in each of them. <b>Team Leads: Ryan Callahan and Kenny Yarbrough</b>	Action	End of AY 2020-2021
Athletics	A portion of our eligibility meetings will be set aside for our athletics diversity and inclusion designee. <b>Team Leads: Ryan Callahan and Kenny Yarbrough</b>	Action	Just do it
Athletics	We will designate at least one out of nine head coaches and compliance meetings for diversity training. <b>Team Lead: Ryan Callahan</b>	Agency/Action	Just do it/multi-year effort
Athletics	Continue to monitor the retention and graduation rates for our underrepresented populations in athletics. <b>Team Leads: Ryan Callahan and Kenny Yarbrough</b>	Agency/Action	Just do it/multi-year effort
The Chancellor's Office	Creation of the Division of Equity, Diversity, Inclusion, and Student Programs and the shepherd of action, agency, and advocacy of this division. <b>Team Lead: Dwight Watson</b>	Action/Agency/ Accountability	Just do it

Equity Diversity and Inclusion (EDI)	<p>Commit to doing a climate survey for employees in 2021-2022 and use results to guide our programs and action.</p> <p><b>Team Lead: Kenny Yarbrough</b></p>	Agency/Action	End of AY 2020-2021
EDI	<p>Be intentional about building the skills of students, staff, and faculty to engage in dialogue about race.</p> <p><b>Team Lead: Ozalle Toms</b></p>	Agency/Advocacy	Just do it
EDI	<p>Continue coordinating series of town hall discussions on race and racism. Reconstitute/Re-Imagine the former Hate Bias Response Team to address issues concerning social justice issues.</p> <p><b>Team Lead: Kenny Yarbrough</b></p>	Agency /Advocacy	Just do it/End of AY 2020-2021
EDI	<p>Institutionalize mandatory training covering diversity and inclusion topics. Create anti-racist reading groups for each of the 5 colleges concentrating on Kendi's work.</p> <p><b>Team Lead: Kenny Yarbrough</b></p>	Agency/Action	End of AY 2020-2021
EDI	<p>Work with campus ministries (Navigators, Cru, InterVarsity, Fellowship of Christian Athletes, Campus Ministry, and others) to focus on the intersection between the campus ministries' mission and social justice and race relations.</p> <p><b>Team Lead: Kenny Yarbrough</b></p>	Action/Agency	Just do it
EDI	<p>Commit to doing a climate survey for students (HERI from UW System) in 2020-2021 and use results to guide our programs and action.</p> <p><b>Team Lead: Kenny Yarbrough</b></p>	Agency/Action	End of AY 2020-2021
EDI and Academic Affairs	<p>Create physical space for expressing concerns -- Freedom of Expression Space</p> <p><b>Team Leads: Greg Cook and Kenny Yarbrough</b></p>	Advocacy	Just do it
EDI and The Chancellor's Office	<p>Review the history of campus monuments and buildings to amplify those names that were supporters of social justice and seeking change of building names or the removal of monuments that are representational of oppressors of social justice.</p> <p><b>Team Leads: Dwight Watson and Kenny Yarbrough</b></p>	Action/Agency/Accountability	Just do it

EDI and The Chancellor's Office	Creation of the WOKE (Working on Keeping Engaged) Advisory Team. An advisory of the student organization leaders from under-represented student populations. <b>Team Leads: Dwight Watson and Kenny Yarbrough</b>	Advocacy	Just do it
Student Affairs	Create a strategic plan for the Division of Student Affairs that incorporates goals and priorities focused on equity, diversity and inclusion. Require each director in the division to develop measurable EDI goals in three categories: personal, staff and department. Each director will be evaluated on their progress of those goals in their performance evaluations. <b>Team Lead: Artanya Wesley</b>	Advocacy/Action/Accountability	End of AY 2020-2021
Student Affairs and EDI Office	Policy for holding people accountable for hate/bias speech with clear expectations for behaviors and a process for remediation and clear consequences. (Comparable to sexual harassment policies).	BSU-WSG Demand	In-Progress
EDI Office	Central location for reporting hate/bias events on campus or in city of Whitewater and transparency in reporting and follow up on decision making or resolutions.	BSU-WSG Demand	In-Progress
Academic Affairs	Freshman training prior to moving to campus that reinforces key knowledge such as how to use canvas, importance of a syllabus, organization and time management.	BSU-WSG Demand	In-Progress
Academic Affairs	More students of color in tutoring and SI positions and increase student access by providing tutoring outreach in the WCC, dorms, or other easy access locations.	BSU-WSG Demand	In-Progress
Academic Affairs and EDI Office	Identify the cause for a decline in students of color on campus and determine corrective action plans.	BSU-WSG Demand	In-Progress