Equity, Diversity, Inclusivity
Forward Together

EDI: Our mission, our promise

Now is the time for UW-Eau Claire to affirm our commitment to equity, diversity and inclusivity and to step up our support for a globally competitive education in ways that resound across our campus and beyond.

Through our commitment to equity, diversity and inclusivity we:

• **Serve the people of our region.** Twenty-two percent of Eau Claire Area School District students are from diverse backgrounds. If we are to attract, retain and graduate the young people of our region, we must reflect our community and serve all students well.

• **Meet the needs of our state.** Wisconsin employers tell us they want graduates from diverse backgrounds as well as those who are at home in a multicultural workplace. An equitable, diverse and inclusive campus prepares students to succeed and lead.

• **Ensure equal opportunity.** Attention to EDI not only improves learning outcomes for all students, it is essential to delivering the promise of a liberal education, where all students are encouraged to cross boundaries, value multiple perspectives and address complex issues.

• **Answer our moral obligation to admitted students.** We promise our students a transformative liberal education, one that prepares them for active citizenship. Equitable learning opportunities are critical to delivering on that promise for all students.

Please join me in fulfilling our mission and affirming our promise to all our students.

James C. Schmidt
Chancellor

“I have seen excellent effort by our faculty and staff to change the climate on campus to better serve our students. The strategies provided will help create a more equitable setting and structure for all students to function within.”

— Ashley Sukhu
Student member, EDI Implementation Team

Institutional changes of this significance will not happen overnight, but it is our ethical responsibility as educators to offer equitable learning opportunities on campus.”

— EDI Implementation Team

“In today’s global marketplace, our success depends upon building a diverse, inclusive workforce.”

— Tara Tomter
Senior campus recruiter, Baker Tilly Virchow Krause, LLP

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UW-Eau Claire Mission

We foster in one another creativity, critical insight, empathy and intellectual courage — the hallmarks of a transformative liberal education and the foundation for active citizenship and lifelong inquiry.
EDSI contributions in promotion and tenure decisions
1. Strategies for including faculty and staff EDI contributions in annual evaluation, promotion and tenure decisions

1.1 Relevant language in personnel documents is revised so that workforce contributions to equity, diversity, and inclusivity are valued, expected, assessed, and rewarded across all units, departments, and programs.

1.2 Student evaluations of instruction will include at least one question related to equity, diversity, and inclusion.

Campus wide professional development
2. Recommendations for campus-wide professional development to increase employee and student cultural intelligence, improve campus climate, and support the action plan

2.1 Implement a three-tiered approach for professional development for the university community, which will accommodate students, staff, and faculty with distinctive professional development needs.

2.2 Create and implement a first-year experience for all students that emphasizes core vocabulary, intercultural communication, and critical understandings related to equity, diversity, and inclusivity.

Recruitment and retention of faculty and staff of color
3. Strategies for faculty and staff of color recruitment and retention

3.1 Develop a multicultural post-doc/dissertation fellows program on a pilot basis.

3.2 Create a faculty and staff excellence award category specifically geared toward EDI efforts (e.g., Excellence in EDI award).

3.3 Strengthen EDI campus-community engagement.

3.4 Personnel practices are strengthened regarding recruitment and hiring of faculty/staff with professional interests and competencies in equity, diversity, and inclusivity.

Contribute to reaching the guidepost
4. Suggestions for how departments and units can contribute to reaching the guidepost goal

4.1 Every campus unit (including departments, programs, and service offices) conducts a survey of its EDI-related resources, challenges, and achievements.

4.2 Implement proactive strategies to reduce the number and impact of bias incidents on campus, to ensure a fair resolution of incidents, and to notify the respective parties and the campus community of said resolutions while respecting individuals’ federal privacy rights.

4.3 The University will conduct strategic planning to refine Housing and Residence Life education, climate, and behavior standards related to EDI.

Improve communication
5. Recommendations for streamlining and improving communication in and among groups working to support recruitment and retention efforts

5.1 Create an EDI Roundtable to be the primary leadership group charged with assessing progress toward plan goals, and providing campus consultation and leadership.

5.2 Amplify and roll out cross-campus recruitment and retention strategies: FYE programming and high-impact practices.

5.3 Review and publicly articulate the missions and strategies of the Office of Multicultural Affairs and Blugold Beginnings.