WHEREAS, in October 2015, Chancellor James Schmidt charged
the EDI Implementation Team with five goals and an accountability
measure, with an aim of responding proactively to an urgent need
to improve the campus climate for students of color and enhancing
equity, diversity, and inclusivity for the entire campus; and

WHEREAS, EDI Implementation Team agrees with Chancellor
Schmidt that to improve the campus climate for students of color
constitutes a moral and practical imperative that warrants a
proactive response; and

WHEREAS, the EDI Implementation Team challenges our campus
both to honor the educational needs of students of color and to
support other social group and individual identities (such as sex
and gender, sexual orientation, economic class, ability,
nationality, religious belief, etc.) with proactive and equitable
educational practice; and

WHEREAS, the goals specified by the Chancellor include:

Goal 1: Develop strategies for including faculty and staff
EDI contributions in annual evaluation, promotion, and tenure
decisions;

Goal 2: Recommend a program of campus-wide professional
development to increase employee and student cultural intelligence, improve campus climate, and support the action plan;

Goal 3: Recommend strategies for faculty and staff of color recruitment and retention;

Goal 4: Assist departments and units in developing contributions to pursue the guidepost goals of 20% enrollment of students of color and eliminating opportunity gaps;

Goal 5: Recommend strategies for streamlining and improving communication in and among groups working to support retention and recruitment efforts; and

Accountability Measure: launch a public dashboard providing data that measures progress toward the guidepost goals; and

WHEREAS, the EDI Implementation Team publicly released its Report to the Chancellor during a campus-wide forum on March 4, 2016, recommending 14 action steps and a timeline (attached); and

WHEREAS, The EDI Implementation Team is committed to working proactively and respectfully with shared governance processes and authority, recognizing the value of an open and fair discussion of action steps and all additional issues and strategies referenced in the EDI Implementation Plan; and

WHEREAS, the UWEC Student Senate unanimously endorsed the EDI Implementation Plan during a voice vote on May 9, 2016; and

WHEREAS, the EDI Implementation Team discussed its
recommendations with the full University Senate on May 10, 2016
and visited the Senate Executive Committee on October 18, 2016,
for further discussion; and

WHEREAS, the EDI Implementation Team firmly recognizes the
ongoing need for relevant campus units to review, revise and/or
replace action steps envisioned by the Team and to periodically
modify materials and models to move strategically forward;

BE IT THEREFORE RESOLVED that the University Senate
acknowledges the value of the EDI Implementation Plan as a
significant contribution to UWEC’s campus dialogue, strategic
planning, and immediate and determined pursuit of an equitable
campus; and

BE IT FURTHER RESOLVED that the University Senate recognizes
the potential for individual action steps in the EDI Implementation
Plan to contribute to the university’s ongoing mission of equity,
diversity, and inclusivity; and

BE IT FURTHER RESOLVED that the Executive Committee of
University Senate refers the following proposed action steps to
the appropriate Senate committees for consideration and possible
further action as determined by the outcome of fair and open
discussions;

Action Step 1.1, EDI contributions in promotion and tenure
decisions: referred to the Faculty Personnel Committee or the
Academic Staff Personnel Committee where appropriate;

Action Step 2.1, EDI questions in student evaluations: referred to the Faculty Personnel Committee and the Academic Policies Committee;

Action Step 5.1, Creation of an EDI Roundtable: referred to the Senate Executive Committee; and

BE IT FINALLY RESOLVED that upon passage, a copy of this resolution be sent to Dr. James Schmidt, Chancellor; Dr. Patricia Kleine, Provost/Vice Chancellor; Dr. Beth Hellwig, Vice Chancellor, Student Affairs; Dr. Joseph Abhold, Dean of Students; Kristen Hendrickson, Director, Budget and Resource Planning; and Dr. Teresa O’Halloran, Director, Affirmative Action.

Additional points are offered below by the EDI Implementation Team to indicate why a University Senate endorsement is sought, to highlight the team’s findings, and to explain how the plan developed.

(1) In its Report to the Chancellor, which was released to the public on March 4, 2016, the EDI Implementation Team summarized its findings by stating, "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." University Senate
support for this resolution is sought to help fulfill this purpose.

(2) Based on information gained from listening sessions, institutional reports, and other sources, the EDI Implementation Team has observed that campus experiences among students of color remain inequitable, with patterns of institutional racism impacting educational outcomes for current UWEC students and imperiling UWEC’s ability to recruit, retain, and equitably serve students of color in future years.

(3) The EDI Implementation Plan is informed by findings from six recent institutional research reports on EDI at UWEC, including the Equity Scorecard Report (2012), the Report to the UW-System: Inclusive Excellence Goals (2014), the Enrollment Management Task Force Report (2014), the Chancellor’s EDI Report (2015), the Campus Climate Survey (2015-6), and the EDI Implementation Team Report to the Chancellor (2016). These reports are publicly available and can inform continuing discussion of strengths, challenges, recent campus actions, and strategic options related to EDI at UWEC.

(4) The 28 current and former members of the EDI Implementation Team include staff, students, administrators, faculty, and emeriti of UWEC. The team has hosted more than 100 hours of public meetings and many more consultations with additional students, staff, and faculty to gather feedback.

(5) During July - October 2016, the EDI Implementation Team
articulated and piloted models for campus-wide EDI professional
development (item 2.1 - 2.2), campus-community dialogue (item
3.3), and a public accountability dashboard. Approximately 125
faculty and staff and 150 students participated in pilot sessions
(in person and online) as envisioned in action steps 2.1 and 2.2
of the EDI Implementation Plan (campus-wide EDI professional
development). All materials developed during these months are
available for further review, refinement, and use across the
university community.

(6) Several off-campus partners (including Chippewa Valley
Technical College and Clear Vision Eau Claire) prepared to work
collaboratively towards the goals of the EDI Implementation Plan
and its vision of a more welcoming on- and off-campus community.

SUBMITTED BY