

**From:** [Bidar-Sielaff, Shiva](#)  
**To:** [Eden Inoway-Ronnie](#)  
**Subject:** FW: Update Re: Call for annual reports and EDIB reports - August 1 deadline, please  
**Date:** Thursday, July 20, 2023 7:47:00 PM  
**Attachments:** [UW SMPH EDIB Response July 2023.pdf](#)  
[image001.png](#)

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Dear Eden

I wanted to let you know that I have complete the online survey on behalf of SMPH. I am also attaching the PDF file just in case. Best, Shiva

**Shiva Bidar-Sielaff**

*She/Her/Ella – [What are personal pronouns?](#)*

Vice President/Chief Diversity Officer  
Associate Dean for Diversity & Equity Transformation  
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**From:** UW-Madison Provost <[provost@provost.wisc.edu](mailto:provost@provost.wisc.edu)>  
**Sent:** Friday, April 14, 2023 9:25 AM  
**To:** ROBERT N GOLDEN <[robert.golden@wisc.edu](mailto:robert.golden@wisc.edu)>  
**Cc:** Andrea Fabian <[afabian@wisc.edu](mailto:afabian@wisc.edu)>  
**Subject:** RE: Update Re: Call for annual reports and EDIB reports - August 1 deadline, please

Dean Golden,

Pursuant to the below, here is the link to SMPH's EDIB survey tool for completing that part of the annual review process:

[https://uwmadison.co1.qualtrics.com/jfe/form/SV\\_ctGAUaHLTk4PZA?Q\\_CHL=gl&Q\\_DL=EMD\\_flcukYQhZPmxazU\\_ctGAUaHLTk4PZA\\_CGC\\_cn3FB0uy17jjXoe&\\_g\\_=g](https://uwmadison.co1.qualtrics.com/jfe/form/SV_ctGAUaHLTk4PZA?Q_CHL=gl&Q_DL=EMD_flcukYQhZPmxazU_ctGAUaHLTk4PZA_CGC_cn3FB0uy17jjXoe&_g_=g)

(The attached pdf is just an example of the questions you can expect to see for your reference.)

**Office of the Provost**

University of Wisconsin-Madison

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500 Lincoln Drive  
Madison, WI 53706  
Phone: 608-262-1304

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**From:** 'Eden Inoway-Ronnie' via dc-and-assts <[dc-and-assts@g-groups.wisc.edu](mailto:dc-and-assts@g-groups.wisc.edu)>  
**Sent:** Wednesday, April 12, 2023 1:02 PM  
**To:** [dc-and-assts@g-groups.wisc.edu](mailto:dc-and-assts@g-groups.wisc.edu)  
**Cc:** LAVAR J CHARLESTON <[lavar.charleston@wisc.edu](mailto:lavar.charleston@wisc.edu)>; James A Yonker <[jayonker@wisc.edu](mailto:jayonker@wisc.edu)>;  
Rosie Bae <[rosie.bae@wisc.edu](mailto:rosie.bae@wisc.edu)>  
**Subject:** Update Re: Call for annual reports and EDIB reports - August 1 deadline, please

Dear Deans,

We have a solution regarding the request to be able to print a copy of your school/college EDIB survey before it is considered final.

If you wish to view a printed copy of your school/college response in penultimate form, please go ahead and hit "submit" at the end of the survey, and you will then receive a full version of what has been entered. You will be able to print that version to look it over. If you wish to make further edits at that point, please let James Yonker and Rosie Bae know that you want them to reopen your survey (email them at: [osdpr@cdo.wisc.edu](mailto:osdpr@cdo.wisc.edu)), and they'll send you a new link so you can get in and edit what has been entered.

Please email them if you have further questions.

We will be sending you a unique link to your school/college survey by the end of this week.

Thank you.

Eden

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**From:** Eden Inoway-Ronnie <[eden.inowayronnie@wisc.edu](mailto:eden.inowayronnie@wisc.edu)>  
**Sent:** Thursday, April 6, 2023 8:26 PM  
**To:** [dc-and-assts@g-groups.wisc.edu](mailto:dc-and-assts@g-groups.wisc.edu) <[dc-and-assts@g-groups.wisc.edu](mailto:dc-and-assts@g-groups.wisc.edu)>  
**Cc:** LAVAR J CHARLESTON <[lavar.charleston@wisc.edu](mailto:lavar.charleston@wisc.edu)>; James A Yonker <[jayonker@wisc.edu](mailto:jayonker@wisc.edu)>;  
Rosie Bae <[rosie.bae@wisc.edu](mailto:rosie.bae@wisc.edu)>  
**Subject:** Call for annual reports and EDIB reports - August 1 deadline, please

[From Provost Karl Scholz]

Dear Deans,

To support the new Provost, I am asking you to prepare your annual report along with a report on your diversity, equity, inclusion and belonging efforts, making use of the guidance found below. I ask that you submit both reports no later than August 1. Of course, let Eden know if that timing creates a problem.

For your annual report:

1. What are your key goals for the upcoming year? How will you know you're achieving them?
2. What are your key goals for three years out?
3. Reflecting back on this past year, what went really well? What were your most important challenges?

We welcome any additional thoughts you might wish to include, for example:

- Are there ongoing efforts and priorities you are focused on that you didn't cover above that are important to discuss with the Provost?
- Please also feel free to tell the new Provost about personal accomplishments and personal goals for the upcoming year. Some of you are still actively engaged in your fields of scholarship, so please feel free to include your work and service in your respective fields if you would like to.

Regarding our collection of information on your equity, diversity, inclusion and belonging efforts, we request that you again utilize the EDIB survey tool which will provide the opportunity to create reports that make it easy to learn about new approaches from each other. In response to the particular requests you made at the last Deans Council meeting, please be advised of the following:

1. This year, we will add additional open-ended questions after each section to capture more information about novel approaches and other initiatives or plans you have underway that are not specifically listed in the survey questions.
2. We will provide a copy of the survey in pdf form asap so you can see the questions ahead of time.
3. Unique survey links for your school/college response will be sent to you shortly. You and anyone else with whom you have shared the link will be able to go in and out of your draft, save it and come back at a later time to work on the survey. Be sure not to hit "submit" until you have completed the survey.
4. Unfortunately, the Qualtrics tool doesn't have a feature that will allow you to print a full version of the survey response *before* it has been submitted.
5. Once you have submitted your survey, however, the website will generate a complete copy of your response that you can save and/or print.

If you have questions about this process, or you have questions once you have your survey link, please do not hesitate to contact James Yonker or Rosie Bae, in DDEEA, who are managing this survey for us. They can be reached at [osdpr@cdo.wisc.edu](mailto:osdpr@cdo.wisc.edu).

Thank you for your leadership and for all that you do for UW-Madison and beyond!

Karl Scholz

Provost and Vice Chancellor for Academic Affairs



We thank you for your time spent taking this survey.  
Your response has been recorded.

Below is a summary of your responses

[Download PDF](#)

### Equity, Diversity, Inclusion, and Belonging (EDIB) School/College/Unit Survey Covering FY 2022-2023

Welcome to the FY 2022-2023 EDIB School/College/Unit Survey.

The survey should take about **45-60 minutes** to complete, and you can return to and edit your answers before you submit them. Please complete this survey by **Aug 1, 2023**.

If you have questions about the survey, please contact the Office of Strategic Diversity Planning and Research within the Division of Diversity, Equity and Educational Achievement, at [osdpr@cdo.wisc.edu](mailto:osdpr@cdo.wisc.edu). Thank you for your participation!

#### What school/college/unit do you represent?

School of Medicine and Public Health

#### Contact information if we have questions about this survey:

Name	Shiva Bidar-Sielaff
Title	Associate Dean for Diversity & Equity
Email Address	bidarsielaff@wisc.edu

#### INCLUSIVE CLIMATE AND VALUES (FY 2022-2023)

To what extent did your school/college/unit engage in the following activities to create an inclusive climate? Please select "N/A" if the question does not apply to your unit.

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Creating an EDIB committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Developing a strategic diversity plan or framework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Using a survey, listening session, or townhall to engage in self-study about EDIB issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Developing an EDIB website, Code of Conduct, or diversity statement for communicating your values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Issuing a statement of support in response to diversity-related situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Regularly discussing EDIB issues at meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Incorporating or encouraging the incorporation of an EDIB requirement into activity reports, merit reviews, or performance reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Providing education and resources about Title IX, HIB, and bias-related incidents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Improving physical spaces to be more inclusive (creating gender-neutral bathrooms, highlighting diverse photos, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Improving external communications to promote inclusivity (story focus, language, imagery, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Engaging alumni about						

EDIB-related issues and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Started to make progress	<input checked="" type="radio"/>	<input type="radio"/>
	Not considered	Considered	Set as goal			Implemented	N/A
Targeting a fundraising campaign on EDIB-related issues and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hiring an Associate Dean or other senior leadership position that focuses exclusively on EDIB issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

**Other activities related to creating an inclusive climate not captured in the options above:**

1) affinity groups <https://intranet.med.wisc.edu/office-of-diversity-and-equity-transformation/employee-resource-groups/> 2) equity toolkit <https://intranet.med.wisc.edu/equity-inclusion-engagement-policy-assessment-toolkit/> 3) incident response toolkit <https://intranet.med.wisc.edu/incident-response-toolkit/> 4) preventing and responding to microaggressions <https://intranet.med.wisc.edu/office-of-diversity-and-equity-transformation/badge-backers/>

**INCLUSIVE CLIMATE AND VALUES (FY 2022-2023)**

If you indicated that you have already used a survey, listening session, or townhall to engage in self-study about EDIB issues, please describe it here:

Title	SMPH Community Pulse Survey
Date Completed (mm/yy)	January 2022
Target Population	Non-Faculty staff
Issues Assessed	To hear from all staff about top-of-mind issues affecting the working environment at SMPH. This information will help chart future workplace climate improvement and diversity, equity, and inclusion efforts in the school, including events, trainings, resources, work groups, tools, allocations of funds, policies, and other measures that would be most impactful <a href="https://intranet.med.wisc.edu/building-community/smph-community-pulse-survey-results/">https://intranet.med.wisc.edu/building-community/smph-community-pulse-survey-results/</a>

**INCLUSIVE CLIMATE AND VALUES (FY 2022-2023)**

What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?

First	continued engagement in learning and development
Second	support of experiences and community building for BIPOC and LGBTQIA2S+ faculty and staff

**ADMISSIONS, RECRUITMENT, AND HIRING (FY 2022-2023)**

To what extent did your school/college/unit engage in the following activities focused on bringing underrepresented students, faculty, and staff into your unit? Please select "N/A" if the question does not apply to your unit.

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Developing initiatives focusing on recruiting underrepresented undergraduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing initiatives focusing on recruiting underrepresented graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Eliminating or de-emphasizing standardized tests for admissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing a dedicated program or partnership for diversifying applicants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Establishing relationships or partnerships with minority-serving institutions or organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Hosting outreach events and/or recruitment events targeting diverse communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hiring or attempting to hire underrepresented faculty (Cluster Hire, TOP, or on own)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Requiring search committee participation in the WISELI training on Searching for Excellence and Diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Incorporating inclusive						

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
incorporating inclusive recruitment practices in the search and screen process for hiring faculty/staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Including a diversity advocate in faculty or staff hiring committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

**Other activities related to admissions, recruitment, and hiring not captured in the options above:**

### ADMISSIONS, RECRUITMENT, AND HIRING (FY 2022-2023)

**If you indicated that you have already successfully developed a program for diversifying applicants or recruitments, please describe it here:**

Title	Stay Interview Toolkit
Description	Retention is a key to future recruitment . Stay Interviews are employee-centered conversations typically covering just five questions in 30 minutes between an employee and their supervisor that are designed to be candid, collaborative, open, and trust building. They are structured conversations to collect data on the employee's experience, perceptions, and expectations. Stay Interviews require supervisors to ask, listen, consider, and then follow up on an employee's needs. The conversations should not be focused on the employee's performance or pay. A best practice is for supervisors to conduct Stay Interviews with all of their supervisees once a year, separate from conversations about performance.
Number of Participants	
Issues Assessed	When you're getting ready to start work each day, how are you feeling? What are you learning here? Why do you stay here? Have you ever thought about leaving our team? If so, when and what prompted it? What can I do to make your experience at work better for you?

### ADMISSIONS, RECRUITMENT, AND HIRING (FY 2022-2023)

**What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?**

First	continued resources for pre-health student organizations
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Second

continued focused pathways programs

Third

continued DEI learning offerings

**RETENTION (FY 2022-2023)**

**To what extent did your school/college/unit engage in the following retention activities for underrepresented students, faculty, and staff? Please select "N/A" if the question does not apply to your unit.**

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Developing programs, fellowships, scholarships, or other support for underrepresented undergraduates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing programs, fellowships, scholarships, or other support for underrepresented graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Establishing affinity group/groups for underrepresented faculty, staff, or students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Offering professional development support for faculty/staff that focus on EDIB issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Improving tenuring and/or mentoring processes for underrepresented faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Providing targeted support for research activities on underrepresented communities or EDIB issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Successfully retaining underrepresented faculty or staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Other activities related to retention of underrepresented students, faculty, and staff not captured in the options above:**

1) BEAM is an evidence-based mentoring program that leverages the experience and expertise of SMPH faculty members to provide mentorship to our medical students. Our trained BEAM faculty mentors are experienced and skilled in culturally aware mentoring. Each mentor will be assigned a pod of M1 students. The size of the pods will depend on student demand but we anticipate 3 or 4 students in each pod. We anticipate that mentees will meet with their mentors approximately 6 times in the academic year. <https://intranet.med.wisc.edu/building-equitable-access-to-mentorship-beam-program/> 2) The Centennial Scholars/Centennial Clinicians (CS/CC) Program is designed to support departments in hiring and developing diverse faculty from groups who experience health disparities in Wisconsin. Faculty diversity enhances the quality of education, clinical care and research at the University of Wisconsin School of Medicine and Public Health. The Centennial Scholars/Centennial Clinicians Program encourages and facilitates the development of a research and educational network of faculty members across the University of Wisconsin-Madison campus for each scholar. <https://intranet.med.wisc.edu/faculty-affairs-and-development/faculty-central-resources/preparing-for-promotion/career-development/centennial-scholars-program/>

**RETENTION (FY 2022-2023)**

**If you indicated that you have already successfully developed a program, opportunity, fellowship or support for underrepresented undergraduates, please describe it here:**

Title	<input type="text"/>
Description	<input type="text"/>
Number of Participants	<input type="text"/>

**Other undergraduate initiatives related to retention that you would like to add:**

**RETENTION (FY 2022-2023)**

**If you indicated that you have already successfully developed a program, opportunity, fellowship or support for underrepresented graduate students, please describe it here:**

Title	<input type="text"/>
Description	<input type="text"/>
Number of Participants	<input type="text"/>

**Other graduate initiatives related to retention that you would like to add:**

**RETENTION (FY 2022-2023)**

**If you indicated that you have already successfully developed an affinity group for underrepresented faculty, staff, or students, please describe it here:**

underrepresented faculty, staff, or students, please describe it here:

Title	SMPH/UW Health Employee Resource Groups
Description	ERGs are intended to provide opportunities for employee networking, professional and personal development activities, improve cultural understanding among UW Health and SMPH employees, improve UW Health and SMPH recruiting efforts, promote education related to diversity, equity and inclusion, align with UW Health and SMPH mission and values, and support UW Health's and SMPH's efforts in anti-racism. <a href="https://intranet.med.wisc.edu/office-of-diversity-and-equity-transformation/employee-resource-groups/">https://intranet.med.wisc.edu/office-of-diversity-and-equity-transformation/employee-resource-groups/</a>
Number of Participants	280

**Other faculty/staff initiatives related to retention that you would like to add:**

**RETENTION (FY 2022-2023)**

**What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?**

First	continue to grow ERG participation
Second	continue emotional support check ins for BIPOC and LGBTQIA2S+ staff
Third	

**TEACHING, ADVISING, AND STUDENT SERVICES (FY 2022-2023)**

**To what extent did your school/college/unit engage in the following teaching, advising, and student services activities? Please select "N/A" if the question does not apply to your unit.**

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Providing trainings or workshops on inclusive pedagogy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Offering Ethnic Studies Requirement (ESR) courses or other diversity-related courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing diversity-related graduation requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Increasing access to advising, mentoring, and/or counseling for underrepresented students

Not considered  Considered  Set as goal  Started to make progress  Implemented  N/A

Hosting careers events focused on underrepresented students, employers, or occupations

Not considered  Considered  Set as goal  Started to make progress  Implemented  N/A

Creating internships and other high-impact learning opportunities focused on diverse communities or EDIB issues

Developing academic programs to support students struggling with preparedness and address achievement gaps

**Other activities related to teaching, advising, and student services not captured in the options above:**

**TEACHING, ADVISING, AND STUDENT SERVICES (FY 2022-2023)**

**What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?**

First

Second

Third

**CAMPUS AND COMMUNITY PARTNERSHIPS (FY 2022-2023)**

**To what extent did your school/college/unit engage in the following activities to strengthen or promote campus and community partnerships? Please select "N/A" if the question does not apply to your unit.**

Not considered  Considered  Set as goal  Started to make progress  Implemented  N/A

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Facilitating partnerships with community organizations, non-profits, educators, or tribal councils	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hiring staff role to focus on diversity-related outreach in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Collaborating with on-campus cultural centers and organizations focusing on underrepresented students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Sponsoring underrepresented scholars, post-docs, or artists in residence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

**Other activities related to campus and community partnerships not captured in the options above:**

<https://www.med.wisc.edu/about-us/diversity/community-engagement/>

**CAMPUS AND COMMUNITY PARTNERSHIPS (FY 2022-2023)**

If you indicated that you have already successfully developed a partnership with a community organization, non-profit, educator, or tribal council, please describe them here (if you have more than 3, please choose the ones you are most proud of).

**Partnership #1:**

Partner Organization

Oneida Community Health Center

Description of Partnership

The Native American Center for Health Professions works to keep connected with our campus community, as well as our Wisconsin tribal communities. We continue to build our partnerships and offer ways to stay visible and engaged. NACHP's Tribal Engagement Office is located within the Oneida Community Health Center. This office is staffed by NACHP team member, Melissa Metoxen. The goal of the Tribal Engagement Office is to have visibility in our communities and to cultivate and sustain tribal-academic partnerships. The Tribal Engagement Office lends support to tribal clinic rotations, tribal community visits and programming, youth outreach and has a pulse on various events going on in our tribal communities across the state. This office is crucial in expanding outreach beyond the borders

of campus.  
<https://www.med.wisc.edu/education/native-american-center-for-health-professions/>

Year Partnership Started

**Partnership #2:**

Partner Organization

Description of Partnership

The CCHE connects partners from the state's rural, urban, and tribal communities with university faculty, staff, and students to advance long-term, mutually beneficial partnerships in teaching, research, and service initiatives to improve health equity in underserved communities of Wisconsin. Founded over 50 years ago, Milwaukee's United Community Center/Centro de la Comunidad Unida (UCC) is a busy hub for the city's Latino community, with programs and activities for everyone from babies to senior citizens. It is also home to a robust health research department, part of a decade-plus partnership between UCC and UW-Madison's Collaborative Center for Health Equity (CCHE). CCHE is housed within the Institute for Clinical and Translational Research, part of the School of Medicine and Public Health.  
<https://ictr.wisc.edu/cche/>

Year Partnership Started

**Partnership #3:**

Partner Organization

Description of Partnership

Year Partnership Started

**CAMPUS AND COMMUNITY PARTNERSHIPS (FY 2022-2023)**

**What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?**

First

Second

Third

**EVENTS (FY 2022-2023)**

**To what extent did your school/college/unit support the following diversity-related events and programming? Please select "N/A" if the question does not apply to your**

unit.

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Hosting events celebrating diversity (film screenings, gatherings, receptions, storytelling events, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hosting educational events centering on diversity (lectures, workshops, trainings, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hosting events featuring underrepresented student achievements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	Not considered	Considered	Set as goal	Started to make progress	Implemented	N/A
Inviting diverse speakers for events that are not specifically focused on diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Promoting attendance at campus EDIB trainings and/or the Diversity Forum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Improving accessibility for virtual and in-person events (e.g., closed captioning, access for disabled persons)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

**Other diversity-related events and programming not captured in the options above:**

Annual Diversity Summit held in the fall <https://intranet.med.wisc.edu/diversity-summit/>

**EVENTS (FY 2022-2023)**

If you indicated that you have already successfully hosted diversity-related events, please describe them here (if you have more than 3, please choose the ones you are most proud of).

**Event #1:**

Title

Description

theme

300-400

10/05/2023

**Event #2:**

Title MLK Event

Description <https://intranet.med.wisc.edu/martin-luther-king-jr-event-day/> All SMPH and UW Health faculty, staff, employees, learners, and alumni were invited to a film screening and conversation of "Art + Medicine: Speaking of Race," a documentary film by Twin Cities Public Television-Twin Cities PBS. This event was co-hosted by SMPH and UW Health and held in Health Sciences Learning Center Room 1335, with virtual options.

Number of Participants 200-300

Date (mm/yy)

**Event #3:**

Title Grand rounds

Description There are numerous grand rounds in clinical departments focused on DEI topics

Number of Participants 1000+

Date (mm/yy)

**EVENTS (FY 2022-2023)**

**What are the top three things your school/college/unit needs to make progress toward EDIB goals in this area?**

First increase participation in events

Second

Third

**WRAP-UP (FY 2022-2023)**

**Where has your school/college/unit had success or found a good way of making progress toward EDIB goals?**

Creating a community of practice with representative from each department that come together every month to share best practices and receive updates on the Office of Diversity & Equity Transformation work has allowed alignment, eliminated siloes and created shared goals thus creating much bigger impact



## How can you share this knowledge with other schools/colleges/units?

We share our best practices at monthly DEI Associate Dean meetings hosted by VC LaVar Charleston

### **ADDITIONAL DOCUMENTS/REPORTS (FY 2022-2023)**

Please feel free to upload any additional documents/reports that address EDIB efforts that have not been captured in this survey.

Drop files or click here to  
upload

Please click [[Submit](#)] to record your responses. Thank you for your participation!

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