

University of Wisconsin-Madison
Days of Listening and Discovery
1-2 May 2003

Session Wishes (As Posted)

Session 1 (reconstructed from table sheets and participant notecards)

More diversified campus (students, staff, faculty)

Comment: Seeing diversity broadly B not only with race but also sexual orientation, culture, class, etc.

Campus teaches more tolerance (race, gender, nationality)

Easier to implement campus-wide initiatives

Develop and enforce a code of conduct for faculty (challenge the myth that you can't tell faculty what to do)

Comment: But not censorship (i.e., speech code)

Commitment to professional development for all staff and students; providing opportunities outside class and work environment

? *Sophomore (rather than freshman) seminar on diversity (too much adjustment in the first year)*

? *Enough financial resources for scholarships for students of color and international students*

? *Challenge the myth that faculty don't have time to be involved in student issues (classroom experiences)*

? *Professional training, development; more skill in leadership (at all levels), especially on diversity and privilege*

Long-term, repeated and unending, visible work and action and results for diversity issues

Instructors, professors who are sensitive, dedicated, accessible, and passionate about instruction and relating to students

A more trusting environment

Administrators supportive of those who report to them [?]

Debate and articulate a clear set of organizational values that can be meaningfully applied

Help Historical Society

Continued exchange of ideas (like this forum) that involve many organizations on campus [?]

Social justice valued as highly as tradition (e.g., domestic partnership benefits)

More value given to others= contributions (including faculty and staff)

Newly hired managers should have management experience or be provided management training

More mechanisms for building bridges for communication

Opportunity for professional growth and career development to foster individual growth

Personal equal value and respect among all employees on campus (everyone's work is valued, personally valued)

Personal and professional respect and value

Treat people with tolerance and mutual respect

More meaningful academic staff opportunities for involvement in departmental and campus governance without being election

More campus-wide collaboration

Session 2

Drive fear from the workplace

More ways for all students to find learning neighborhoods that give a personal and spiritual connection to others and afford more sustained capacity-building opportunities for students

Campus works harder at connecting the disparate physical and intellectual pieces (e.g., transportation)

Equal access to learning opportunities for classified staff and underrepresented ethnic minorities

Create an environment where there is mutual respect for differences of all kinds

All-campus summit to focus on climate issues

Session 3

Pause, not respond instantly, listen

Classified staff have access to professional development on parity with academic staff and faculty

Better facilities and parking

Increase, value, honor and discuss ethnic, racial and class diversity on campus

Decision-making system to truly represent, support, equitably compensate all factions on campus to facilitate people to provide their best

More welcoming and diverse climate for students and society that does the best for all by increasing its value on education

Be respectful -- no matter what position/status

Create an environment where all people can learn and work as respected, valued people

Session 4

Each person takes personal responsibility to create a positive climate

That faculty/administrators go through a Abest practices in diversity education@ program as modeled at the Atlanta conference sponsored by Kennesaw State University in April

Encourage participation in climate events by more men and upper level administrators (e.g., S.E.E.D.)

Blurring the lines of hierarchy

Increase, value and celebrate diversity

Session 5

More respect between and among employee groups (academic to classified staff, faculty to academic staff, etc.) and students

More of a commitment to improving communication within the university and its broader constituents

The university should move forward in a substantive way on diversity issues

Equity in pay structure and employment rules

Holding people accountable for values, standards and decisions

A workplace and/or classroom environment where all aspects of identity and experience are included and valued

Break down barriers between faculty, academic staff, classified staff and students