

**Joint Multicultural Affairs Committee (JMAC)
2018-2019 Year-End Report**

JMAC 2018-2019 Membership

ACADEMIC STAFF

Michele Overgard
Miranda Panzer (recorder)
Will Van Roosenbeek

FACULTY

Ana Elisa Iglesias, CBA
Yuko Iwai, SOE (chair)
Mahruq Khan, CLS
Yeonka Kim, CBA
Uttara Manohar, CLS
Christine Schwartz, SAH
Huiya Yan, SAH

UNIVERSITY STAFF

Kathy Thoen

EX-OFFICIO (non-voting)

Nizam Arain
Barbara Stewart

STUDENTS

Mark Moralez
Cortlyn Kelly (Spring 2019)
Sabah Khan (Fall 2018)
Sita Agterberg

This document serves as a final report for the activities, actions, and projects of the Joint Multicultural Affairs Committee (JMAC) for the 2018-2019 academic year.

While the committee was not given a charge by the Chancellor, JMAC supports and initiates discussions of issues important to us and the university community. Highlights of these are listed below.

1. We discussed and identified issues the committee could work on this academic year. Below is a list of items identified at our meetings.
 - a. Look into ways that departments could add language of diversity and inclusivity to their bylaws
 - b. Explore how JMAC might best support faculty and academic staff of color
 - c. Foster conversations with the Admissions office to recruit, retain, and support students of color
 - d. Foster conversations with the International Education & Engagement (IEE) office to recruit, retain, and support international students
 - e. Foster conversations with the Graduate Studies Office to recruit, retain, and support graduate students of color
 - f. Diversity and Inclusion Training for faculty and staff
 - g. Follow up with campus climate survey
 - h. Support diversity and inclusion goals in the UWL strategic plan

The committee ranked these items in the Qualtrics survey so we could prioritize a few items this year. Based on the discussion and survey results, the committee decided to work on the following three items:

- Support staff and faculty of color
 - Foster conversations with admissions about recruiting students of color
 - Diversity training for faculty and staff
2. We invited Corey Sjoquist (Director of Admissions) from the Admissions Office to provide updates. He shared:
 - The role of admissions is to recruit undergraduates and support grad recruitment
 - Admissions works with recruiting first year, resident, nonresident, transfer, HS, international (all different kinds of students) – individual staff members can specialize in a particular group
 - Admissions office recently increased the number of staff members who specialize in multicultural student recruitment from 1 to 2.
 - The Admissions office is starting to quantify its efforts for recruiting.
 - An executive summary (handout) which was shared at Provost retreat in August of this year
 3. We discussed that the JMAC bylaws are potentially in need of updates. Changes would include updating positions of the non-voting members (Nizam Arain and Barbara Stewart) and adding Antoiwana Williams officially. Antoiwana has been consistently attending JMAC meetings. Antoiwana mentioned that we might have a new position and a potential change in the people attending, so we could wait to make changes until this new person is hired (Assistant Vice Chancellor for Diversity and Inclusion).

- a. The Vice Chancellor for Diversity and Inclusion – Barbara Stewart
- b. The Director of Equity and Affirmative Action – Nizam Arain
- c. The Director of Multicultural Student Services – Antoiwana Williams

JMAC chair contacted the Chancellor's office about this and found JMAC members can decide. JMAC members agreed to wait to see and review the title in Spring again or put a recommendation to the next year's committee.

4. For the third year in a row, we presented at the 2019 Social Justice Week in April. The title of our presentation was "Advocating for Equity: Creating an Inclusive UWL Community for All." In the session, we gave a brief introduction to the topic of race and ethnicity and provide an overview of racial and ethnic issues at UWL. Second, we provided participants with opportunities to share their experiences and stories on this topic, such as unique challenges faced by people of different racial and ethnic groups. Third, we discussed strategies that promote racial and ethnic equity and inclusivity for all members of UWL community. Finally, we offered resources that support and promote equity and inclusivity for them. There were approximately 40 participants and JMAC members facilitated small group discussions. The session was well received.
5. We invited Vitaliano Figueroa (Vice Chancellor of Student Affairs) to our meeting. He shared:
 - After he joined at UWL in Feb 2018, he was actively involved in Strategic Plan and Activities (discussed with directors, identified challenges)
 - For students' retention, Student Affairs implemented a 6-week engagement plan. Students have opportunities to attend social and athletic events this semester; continue to have the initiatives
 - Other information and activities including on-boarding process (e.g., working with HR, working group individuals) and potential parent involvement in advisory board
6. We invited Barbara Stewart (Vice Chancellor for Diversity and Inclusion) to our meeting. She updated us regarding past, on-going, and future activities of the Diversity & Inclusion office. The updates included:
 - Developed a mission statement
 - It would be desirable to grow it as the campus-wide division
 - Had weekly meetings with campus climate office, multicultural student service, and pride center
 - Hiring process for some positions
 - Student focus group in spring: to integrate students' sense of feeling and thoughts
 - UW-system level diversity effort
 - Diversity training can be mandatory; put it together with other IT training; pilot and review it
7. For diversity and inclusion training, Nizam recommended that we review a diversity training course. All committee members took the course and discussed pros and cons. After the discussions, we decided to make an official recommendation to the

Chancellor's Office and the Diversity and Inclusion Office (Barbara Stewart). Please see an attached letter of recommendation below. JMAC chair was also invited to join the UWL Diversity Training Module group to further discuss this training.

8. We invited Amanda Goodenough and Laura Abellera from the Campus Climate Office to our meeting. They updated us general themes on students and staff. Sample themes included: blatant use of incorrect or mispronounced names by staff/faculty, resident hall staff racially negative remarks, roommate issues around race, discrimination due to accent, and SEI feedback.
9. JMAC chair was invited by the Faculty Senate Chair and SEC to provide some updates from JMAC. They requested that information be shared out with JMAC re: concern about name of Visiting Artist/Scholar of Color grant. The purpose of the grant is to highlight the presence of faculty and staff of color at UWL. If the grant title changes it may conflict with the essence of the grant. We are aware that this critique has been raised in the past, but it is not clear how many people feel that the title should be changed. The Committee is open to continuing the discussion about possible alternatives to the title, but would like to consider titles that reflect that this is only for people of color. It may be worth considering what other campuses are titling grants of a similar nature. One Committee member said it may be worth asking past recipients if they had similar concerns about the grant title (if they didn't want others to know that they're a person of color).
10. For next year's committee, the previous year's Committee recommends some social support organization for multicultural faculty and staff with a due structure outside of university funding streams. Many of the other recommendations from last year's committee will carry forward for the next year. Below is a list of specific recommendations.
 - Follow up with the diversity training module
 - Consider recommending to set a meeting time for the Committee because it's difficult to coordinate a meeting time for 14 committee members to consistently meet at one time in-person. It is also difficult to make quorum when there's so many people on the committee.
 - Review JMAC bylaws and structure of the Committee (e.g., Past Chair, Chair, and Future Chair; consistency among members from year to year) to maintain continuity of the Committee. Consider updating titles of Nizam and Barbara as well as adding Antoiwana as an ex-officio member.
 - Other recommendations from OMSS for JMAC: There's always the issue of outstanding balances of students of color and that the students of color be given opportunity for high impact practices. We need greater support to retain and graduate male students of color. Perhaps the Equity Liaisons could work with OMSS to help provide support for male students of color.

April 8, 2019

To the members of the Chancellor's Leadership Team:

The Joint Multicultural Affairs Committee (JMAC) at the University of Wisconsin-La Crosse (UWL) recommends that all faculty, staff, and students receive diversity training as part of their overall training portfolio here at UWL. Currently, UWL employees (faculty, staff, and some students) are required to take two training courses on an annual basis via the Everfi/LawRoom online training platform: Family Educational Rights and Privacy Act (FERPA) and Data Security and Privacy. A Sexual Harassment/Sexual Misconduct module is also required on a three-year cycle. All UWL students are required to complete an online training through Campus Clarity called "Think About It", which addresses a variety of topics including sexual harassment and bystander intervention. Currently, there is no recommended or mandatory diversity training required of any group at UWL. Everfi/LawRoom offers a training course called Diversity: Inclusion in the Modern Workplace which was formally evaluated by the members of JMAC over the 2018-2019 academic year. Each committee member took the diversity training and compiled their thoughts and comments about the module. Over the course of two JMAC meetings, we discussed the overall need for diversity training, along with the pros and cons of the Everfi/LawRoom diversity module.

The members of JMAC feel that this diversity training should become an essential and mandatory part of employee and student training at UWL because of the large number of reported hate/bias related incidents occurring on our campus. Over the 2017-2018 academic year, there were 102 reports of 92 separate hate/bias related incidents here on the UWL campus (Hate/Bias 2017-18 End-of-Year Report, Campus Climate). As of April 4 2019, there are already 184 reports of 168 incidents this academic year, with over a month left in the semester (Willem Vanroosenbeek, personal communication). There is certainly an increased awareness of incidents like this in recent years, but it is distressing to see such large numbers here at UWL. And it should be noted that these numbers are only the reported incidents! The actual number is likely much higher. Particularly troubling to us was the number of incidents taking place in a classroom, which was approximately 25% of all on-campus incidents both over the 2017-18 academic year (Hate/Bias 2017-18 End-of-Year Report, Campus Climate) and so far over the 2018-19 academic year (Willem Vanroosenbeek, personal communication).

In our evaluation of the training module, Diversity: Inclusion in the Modern Workplace, we noted several strong features that would be valuable for our population here at UWL. Notably, the training contained many first person narratives discussing diversity and several interactive components where the participant worked through a real-life bias-related situation. JMAC members particularly liked the interactive portions where the participant had to consider several reactions to a situation and select appropriately. By the time the module is completed, participants would be more versed in diversity-related issues, like privilege, inclusivity, identity, and general respect in a work environment. While the committee agrees that the training is not perfect and there is room for improvement, we do feel that this type of diversity training is necessary and the module provided by Everfi/LawRoom is a good starting point for our UWL community. We anticipate that JMAC and other groups on campus will continue to work toward addressing hate/bias at UWL by assessing the response to and effectiveness of this training.

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In summary, JMAC fully supports and recommends that the Everfi/LawRoom “Diversity: Inclusion in the Modern Workplace” be implemented as mandatory training for faculty, staff, and student employees at UWL. The training that all UWL students complete is administered through a different system, so if students are unable to access this particular training, we recommend that a similar training be implemented for them as well. This is just one small way that we hope to start to address the rising hate/bias incident reports we see at UWL. We would be more than happy to address any questions or concerns regarding this recommendation.

Sincerely,

The Members of UWL JMAC, 2018-2019

Yuko Iwai, Chair
Sita Agterberg
Ana Elisa Iglesias
Cortlyn Kelly
Mahruq Khan
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