

## **DIVERSITY RELATED UNIVERSITY OFFICES/SERVICES (10)**

### **Affirmative Action & Diversity (AA&D)**

Division: Executive

Reports to: Chancellor

Mission: The Office of Affirmative Action and Diversity strives to foster and support a campus environment that is diverse and free of discrimination and harassment. In order to achieve and maintain a collegial environment, the office provides leadership, counsel, and informational resources for diverse constituents, as well as the larger community.

### **Research & Resource Center for Campus Climate (Campus Climate)**

Division: Executive

Reports to: Affirmative Action & Diversity

Mission: To support and advance the missions and visions of Campus Climate Council and Diversity Organizations Coalition

### **Center for Cultural Diversity and Community Renewal (CDCR)**

Division: College of Liberal Studies (CLS)

Reports to: Dean of CLS

Mission: The Research Center for Cultural Diversity and Community Renewal (CDCR) is dedicated to developing and promoting a renewed vision for achieving a harmonious and socially just community through education. CDCR's focus is on the complex and potentially beneficial relationships between the issues of cultural diversity, education, and community renewal.

Vision: Our research and programs connect to the belief that social justice can be obtained through education. CDCR is grounded in a commitment to increasing educational opportunities for those students who are traditionally underserved or disadvantaged in higher education. Our main objective has always focused on education and determining ways in which CDCR can help "open the doors" of higher education to more effectively recruit, support, meet the needs of, and retain students from diverse backgrounds and experiences.

### **Disability Resource Services (DRS)**

Division: Student Development & Academic Services (SDAS) [Affirmative Action & Diversity]

Reports to: Dean of Students

Mission: The Disability Resource Services will collaborate with students with disabilities to identify, reduce, or eliminate barriers in obtaining an education within the most integrated settings possible. It also assists the campus in creating accessible, equitable, inclusive environments.

Vision: The Disability Resource Services office envisions an environment that is accepting and welcoming to students and staff with disabilities. In this community the individual will be recognized for their potential contribution to university, community and will encourage the individual to contribute to the greater good.

## **Diversity Center**

Housed under: University Centers

Reports to: ? (Currently Campus Climate Coordinator)

Purpose: A center for DOC programming and organizing... where all ideas are valued and individuals foster, respect and share responsibilities for the mission of DOC.

## **Office of International Education (OIE)**

Division: Office of the Provost

Reports to: Provost

Purpose: It is our commitment to enhance cultural awareness and diversity at UW-L. So, we not only help students from all over the world to visit our campus and provide a great variety of exchange programs for UW-L student, but help also with concerns about visiting scholars from abroad and our faculty to visit other campuses around the globe. All this is to ensure a high quality of teaching and learning at the University of Wisconsin-La Crosse.

## **Office of Multicultural Student Services (OMSS)**

Division: Student Development & Academic Services (SDAS) [Affirmative Action & Diversity]

Reports to: Dean of Students

Mission: The primary mission of the Office of Multicultural Services is to improve the retention and graduation of underrepresented students by promoting their academic and personal growth. The office provides supplementary services in the areas of academic pre-advising, subject tutoring, leadership development, the sponsorship of cultural events, and pre-college programs. Through these services and programs, students develop academic discipline and other important qualities that will enhance their development at UW-La Crosse.

## **Pride Center**

Housed under: University Centers

Reports to: Director of University Centers

Mission: The center works:

- To focus on addressing the campus' need of providing resources for Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning , Queer students, their Allies, and LGBT family member's concerns.
- To empower Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning and Queer students, their Allies and LGBT family members.
- To provide educational programs at UW-L and within the La Crosse Community on Lesbian, Gay, Bisexual, Transgender, Intersex, Ally, Questioning and Queer concerns, homophobia and heterosexism and on issues affecting LGBT family members.
- To Provide a safe space for the Lesbian, Gay, Bisexual, Transgender, Intersex, Ally, Questioning and Queer community and LGBT family members.
- To collaborate with the UW-La Crosse community to provide resources and educational programs that encourages the acceptance, respect and appreciation of human diversity in relation to race, gender, age, ethnicity, sexual orientation, physical capabilities, socioeconomic status, and religious affiliation or spirituality.

## **Student Support Services**

Division: Student Development & Academic Services (SDAS)

Reports to: Dean of Students

Mission: Student Support Services (SSS) provides opportunities for academic development, assists students with basic college requirements, and serves to motivate students toward the successful completion of their post-secondary education. The goal of SSS is to increase college retention and the graduation rates of participants, as well as facilitate the transitional process from one level of higher education to the next.

The mission of Student Support Services is to serve eligible college students and foster an institutional climate supportive of their success. Our services are designed to enhance academic skills, increase retention, increase graduation rates, and facilitate entrance into graduate and professional programs.

## **Upward Bound**

Housed under: Student Development & Academic Services (SDAS)

Reports to: Dean of Students

Purpose: Upward Bound provides fundamental support to participants in their preparation for college entrance. The program provides opportunities for participants to succeed in their precollege performance and ultimately in their higher education pursuits. Upward Bound serves: high school students from low-income families; high school students from families in which neither parent holds a bachelor's degree; and low-income, first-generation military veterans who are preparing to enter postsecondary education. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.

## **DIVERSITY RELATED STUDENT ORGANIZATIONS (13)**

### **African, Latina, Asian, Native American Women of Color (ALANA)**

Reports to: OMSS in SDAS

Mission: This organization provides social, academic, and political support to women of ALANA (Asian, Latina, African, Native American) descent. It encourages academic excellence, social outlets, and also educates members on campus, community, and national issues. All are welcome.

### **Asian Student Organization (ASO)**

Reports to: OMSS in SDAS

Purpose: The Asian Student Organization provides Asian students with academic, cultural, and social opportunities. ASO provides academic support to its members by holding study sessions, tutoring, and attending educational workshops or conferences. The organization offers cultural enrichment by bringing together Asian students interested in sharing their cultural differences. ASO provides social opportunities by assisting Asian students in adjusting to the campus and associating with other students.

### **Black Student Unity (BSU)**

Reports to: OMSS in SDAS

Purpose: The purpose of this organization shall be to establish and promote the fellowship, education, empowerment, and positive awareness of issues concerning the survival, success, and development of Black students on the University of Wisconsin-La Crosse campus.

### **Diversity Organizations Coalition (DOC)**

Steering: Campus Climate in Executive Division

Mission: A coalition of student organizations created to enhance students' engagement in issues related to academic transitions, culture, social class, geography, spirituality, race, gender, ethnicity, ability, sexual identity, and gender identity/expression, while forging critical alliances and bridges to create a supportive environment through academic and personal connections on the University of Wisconsin-La Crosse campus and community.

Vision: An open-minded community where all ideas are respected and individuals foster, honor, and share responsibilities for the mission.

### **Hmong Organization Promoting Education (HOPE)**

Reports to: OMSS in SDAS

Purpose: The purpose of this organization shall be to:

1. Promote higher education.
2. Address the concerns and needs of students and Hmong community.
3. Serve as a resource for students wanting to learn more about the Hmong people.
4. Serve as a channel for Hmong students to develop leadership skills.
5. Serve as a bridge between students, campus community, Hmong community, and the broader American community.
6. Assist Hmong student in adjusting to the campus and associate with other students.
7. Provide Hmong students with academic, cultural, and social opportunities.
8. Help create a better community by educating the campus and community about the Hmong culture and heritage.
9. Retain Hmong heritage and culture.

### **International Student Organizaiton (ISO)**

Division: Office of the Provost

Reports to: OIE

Mission: The International Student Organization helps international students to better understand the American society, foster better international relationships, promote international awareness on the campus and in the community and provide opportunities and means of self expression through cultural, social and recreational activity.

### **Latin American Student Organization (LASO)**

Reports to: OMSS in SDAS

Mission: The Latin American Student Organization fosters and promotes the Latin American culture throughout the campus and La Crosse community. We serve as a medium of cultural exchange between other ethnic groups on campus, and bring together Latin American students who are interested in learning about their heritage.

### **Native American Student Association (NASA)**

Reports to: OMSS in SDAS

Mission: This organization was formed to create a coalition among the Native American Students here at UW-L and the surrounding community. Assist the Native American youth in pre-collegiate activities To increase cultural sensitivity and awareness of Native American culture through education and other programs. Assist Native Americans in their pursuit of post-secondary goals and to perpetuate cultural traditions.

### **Progressives**

Reports to: Guy Wolf?

Purpose: The Progressives bring together progressive thinking individuals to encourage democracy, ecological wisdom, social justice, non-violence, global awareness, post patriarchal values, respect for diversity and personal as well as social responsibility. The group focuses on actions to promote and raise awareness of these issues.

### **Rainbow Unity (RU)**

Reports to: University Centers (Pride Center)

Mission: Rainbow Unity (RU): provides lesbian, gay, bisexual, transgender, intersex, queer, and questioning individuals, and their allies (LGBTIQQA) QPOC, and students with a safe environment, emotional and social support, and opportunities to develop leadership and communication skills. RU collaborates with the Pride Center, Eagele Equity Committee, and the Diversity Organizations Coalition to provide the campus and community with educational opportunities regarding LGBTIQQA issues.

### **South Asian Student Organization (SASO)**

Reports to: OMSS in SDAS

Mission: The purpose of the South Asian Student Organization is to educate the UW-La Crosse and greater La Crosse community about India, Pakistan, Indonesia, Sri Lanka, Bangladesh, and their perspective cultures. Activities are planned, such as discussion panels, a food festival, showings of South Asian movies, and henna decorating, in order to allow students to experience these cultures first hand.

### **Students Advocating Potential Ability (SAPA)**

Reports to: DRS in SDAS

Mission: Students Advocating Potential Ability is a group of students, disabled and non-disabled, who are committed to raising awareness of disability issues. Through fun hands-on activities, members have an opportunity to learn and to teach others. Essentially, the mission is to demonstrate the potential ability and capabilities of persons who happen to be disabled.

### **Women's Studies Student Association (WSSA)**

Reports to: Women's, Gender, and Sexuality Studies Department

Mission: The mission of the Women's Studies Student Association (WSSA) is to provide students, as well as the La Crosse community, advocacy for women's issues. WSSA involves the community by also being a member of NOW (National Organization of Women). WSSA initiates activities for UW-L students and the La Crosse community in the area of Women's Studies.

## **DIVERSITY RELATED FACULTY/STAFF COMMITTEES (13)**

### **Campus Climate Council (CCC)**

Steering: Campus Climate in Executive Division

Mission: The Council will foster an inclusive, collaborative, social justice approach to achieving equity across the entire campus. We champion intellectual and personal growth, intercultural understanding, and respect within the greater La Crosse community, and beyond.

Vision: The Campus Climate Council envisions a University of Wisconsin-La Crosse that recognizes, values, celebrates, and achieves equity amongst individuals in the University Community. A community where individuals foster, respect, and share responsibilities for the mission.

### **CLS Diversity Committee**

Reports to: College of Liberal Studies

Mission: N/A at time of print

### **Eagle Equity / Inclusivity Initiative**

Reports to: Chancellor

Purpose: This committee promotes equality for gay, lesbian, bisexual, transgender, intersex, queer people and their allies. Eagle Equity is made up of faculty, staff, and community members.

### **Equity Scorecard**

Reports to: Affirmative Action & Diversity and Provost

Purpose: The Equity Scorecard (EqS) project is an 18-month pilot study that aims to assess progress toward the diversity goals stated in Plan 2008 at the pilot institutions. The EqS process will emphasize the use of data in achieving goals. Existing data, disaggregated by ethnicity, will be compiled and used to evaluate equity throughout the campus community. The purpose of the project is to identify where equity gaps exist and to understand the problems and obstacles that face the campus in bridging those gaps. Input and observations from the campus and the broader community will be sought throughout the process to garner insights from multiple points of view.

Consistent with UW La Crosse Plan 2008, the University of Wisconsin – La Crosse’s Equity Scorecard Project addresses issues relate to the following underrepresented racial/ethnic (synonymous to “minority”) populations: African American, American Indian, Hispanic/Latino(a) and Asian American (with an emphasis on Southeast Asian). These groups are often referred to as the “underrepresented populations” in this document

The purpose of this report is to describe the activities and findings of University of Wisconsin-La Crosse’s EqS campus evidence team. This report describes the formation of University of Wisconsin-La Crosse’s EqS campus evidence team and sets the institutional context at the time the EqS was created. Thereafter, the interim reports for the four primary EqS perspectives, Access, Retention, Excellence, and Institutional Receptivity, are reviewed and discussed. Data outcomes included in each perspective report are measured through “vital signs.” The vital signs are organized sets of data serving as starting points from which to measure the status of equity for a given perspective. After discussing vital signs used to measure equity in academic pathways, we highlight significant gaps in performance that the vital signs revealed. The narrative of gaps is accompanied by charts and graphs, illustrating areas the team identified as needing further investigation. The report concludes with the team members’ initial recommendations for future action.

### **Hate Response Team (HRT)**

Reports to: Campus Climate in Executive Division

Mission: The Hate Response Team is dedicated to building a hate free community at UW-L through prevention, anticipation, response and restoration. By education and outreach, the team acknowledges and responds to hate incidents as well as supports the personal growth of all students, faculty and staff, while striving to create a safer space and improve campus life.

Vision: The Hate Response Team promotes change in the campus climate by setting clear standards for administrative response to hate incidents.

### **Inclusivity Initiative**

Reports to: Affirmative Action & Diversity and Campus Climate

Mission: The mission of the UW System (UWS) Inclusivity Initiative for Lesbian, Gay, Bisexual, Transgender and Questioning People is to promote the success of all UWS students and support the development and dissemination of new knowledge, with a specific focus on LGBTQ people and issues.

Vision: The UW System will be a leader nationally and internationally in LGBTQ equity, climate, education and scholarship by 2009, five years from the initiative's inception.

### **Individuals with Disabilities Advocacy Council (IDAC)**

Reports to: Affirmative Action & Diversity

Purpose: IDAC assesses disability related needs, designs and promotes the implementation of accommodation procedures and policies and other disability related function on campus, and promotes awareness of disability related concerns.

### **Joint Minority Affairs Council (JMAC)**

Reports to: Chancellor

Purpose: JMAC advises the assistant to the Chancellor for Affirmative Action and Diversity on the implementation of Plan 2008, acts as an advisory committee to the Office of Multicultural Student Services, and advises the Chancellor of any racial/ethnic related concerns.

### **Multicultural Faculty and Staff Organization (MUFASO)**

Reports to: No reporting line

Mission: The mission of MUFASO is to serve as a professional and communal resource for multicultural faculty and staff:

To this end MUFASO will:

- 1) Serve as a support network for multicultural faculty and staff and work to increase professional and social contact between multicultural faculty and staff
- 2) Serve as an advocate for multicultural faculty and staff
- 3) Empower our constituents to play an active role in the direction of the University in terms of diversity initiatives and endeavors related to multicultural faculty, staff, and students
- 4) Assist in addressing issues of recruitment and retention of multicultural faculty, staff, and students
- 5) Work to provide leadership and supportive service to the University community to facilitate the delivery of a broad-ranging, liberal education
- 6) Strive to enhance collaborative endeavors between the University and various multicultural communities of the La Crosse area.

### **Multicultural Recruitment Group (MCRG)**

Reports to: Admissions

Mission: N/A at time of print

### **Organization for Campus Women (OCW)**

Reports to: No reporting line

Mission: The Organization for Campus Women (OCW) was founded in 1971 for the purpose of uniting UW-L women and has the following objectives:

1. To promote equal opportunity for all women.
2. To serve as a vehicle for communication among women at the University of Wisconsin–La Crosse.
3. To collaborate with other local, state and national organizations concerned with improving the status of women.
4. To conduct annual service projects to enhance the status of women.

### **SDAS Diversity Committee**

Reports to: Dean of Students

Mission: N/A at time of print

### **Women’s Advisory Council (WAC)**

Reports to: Chancellor

Mission: The Women’s Advisory Council (WAC) has as its mission to promote an environment for all campus women that:

- Is free from sexual harassment and discrimination on any basis
- Is family-friendly and work-friendly
- Encourages mentoring among employees and students
- Promotes leadership opportunities for all women
- Is supportive of the development in its broadest sense of each individual to the maximum of their interest and capability

WAC is also committed to working in cooperation with other campus groups including but not limited to the Organization for Campus Women (OCW), the Gay, Lesbian, and Transgender Equity Committee, ALANA, the Women’s Leadership Committee, and the Women’s Studies Student Association in sponsoring events for all campus women.

Vision: The Women’s Advisory Council has as its vision the equitable treatment of all individuals regardless of gender, sexual orientation, race, ethnic background, physical or other challenges as they work in a safe, supportive environment.

## **DIVERSITY RELATED DEPARTMENTS (4)**

### **Ethnic and Racial Studies (ERS)**

Housed under: CLS

Mission: The Institute for Ethnic and Racial Studies offers a rigorous interdisciplinary academic minor, which fosters an understanding of the histories, cultures, and contemporary issues of ethnic and racial groups in their national context. The Institute seeks to affirm the identities, diverse experiences, and influences of ethnic and racial groups that have historically been oppressed in the United States.

The Institute for Ethnic and Racial Studies is committed to providing curricular and other scholarly opportunities for UW-L students to develop the knowledge, skills, and personal dispositions that will enable them to live and function with intercultural competence in a diverse world. The Institute collaborates with other units to sponsor academic programming, which brings important speakers and events to the campus community to advance critical discussions of ethnic and racial issues.

### **Murphy Library**

Housed under: Provost

Mission: Murphy Library selects, maintains, enhances, promotes, and makes accessible the necessary information, materials, and research resources to support the University of Wisconsin-La Crosse's dynamic programs of teaching, research, and public service. Murphy Library also serves the larger community as a regional information center and research facility, within the limits of the library's resources and its primary commitment to the university community.

### **Women's, Gender, and Sexuality Studies**

Housed under: CLS

Purpose: Women's Studies courses are designed to provide students with a new perspective on the roles of women and men as individuals and as participants in society. Based on research and analysis by women's studies scholars, the courses help students evaluate assumptions about "women's roles" and "men's roles," provide alternative explanations of gender roles and offer students of both sexes diverse models and alternatives for their own lives. The courses help include women in the standard curriculum and promote research about the now lost or neglected history of women's culture and of significant women. One goal of women's studies is to help create a new, humanistic curriculum which releases both men and women from stereotyped roles and expectations and encourages them to develop their full individual potentials.

### **The Writing Center**

Housed under: English Department

Purpose: The Writing Center is staffed with Peer tutors who offer writers help in preparing essays and major papers for courses in any department, research reports, literature reviews, abstracts, important letters, texts for speeches and presentations, applications for grants and scholarships. Peer tutors encourage writers to be as independent as possible.