



March 17, 2020

Dear Dean VandenBosch,

The CALS Equity and Diversity Committee has recently completed two complementary documents detailing recommended hiring practices (a checklist and a best practice document) to promote equity and diversity. These recommendations were developed with the intention of providing guidance to departments as they develop department specific accepted hiring practices and procedures. With the completion of the hiring recommendations, we would like to request that you provide the written recommendations to each CALS department with the requirement that they develop and vote into practice an accepted hiring procedure by the end of 2020. This would ensure that all new searches and hiring would be completed using the departments specific procedures beyond that date.

As a committee, we believe that facilitating departmental discussions by requiring the development of specific written hiring procedures outside of an active search will lead to sound practices that limit bias and facilitate hiring procedures that reduce conflict within a department. The development of written practices will also provide documentation to provide guidance for each search committee, ensure transparency in hiring procedures, and provide consistency in search procedures. Collectively, we sincerely believe that the implementation of these written hiring practices departments will help achieve the diversity development that our college seeks to attain. We welcome any feedback to our request and are willing to help facilitate this transition within the departments in any way we can.

Sincerely,

CALS Equity and Diversity Committee



**College of
Agricultural & Life Sciences**
UNIVERSITY OF WISCONSIN-MADISON

Dear Dean VandenBosch,

Thank you for meeting with the CALS Equity and Diversity Committee and for asking us to suggest concrete steps to tackle systemic racism in the College of Agriculture and Life Sciences. CALS has shown dedication to promoting Diversity, Equity, and Inclusion within the College, and while all PVLs currently include the institutional statement on diversity*, there is a lack of clear commitment to anti-racism, specifically in CALS documents, such as PVLs and appointment letters, and communications, such as eCALS or departmental and CALS websites, to name a few.

The CALS Equity and Diversity Committee recommends the inclusion of an anti-racism statement in all PVLs, relevant documents, and communications moving forward to clearly express that racism and discrimination are not tolerated in our College, Campus, and Community. This statement should clearly articulate our view and commitment to anti-racism in reference to Title VI of the Civil Rights Act of 1964.

Furthermore, statements such as the one below used by the UW-Madison Division of Extension reflect legal aspects in relation to Equal Employment Opportunities and we recommend such a statement also be included in all PVLs and appointment letters.

“An EEO/AA employer, University of Wisconsin-Madison Division of Extension provides equal opportunities in employment and programming, including Title VI, Title IX, the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act requirements.”

Thank you for the opportunity to move forward with concrete steps to combat racism in Academia.

Cordially,

The CALS Equity and Diversity Committee

*Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.



**College of
Agricultural & Life Sciences**

UNIVERSITY OF WISCONSIN-MADISON

Equity and Diversity Committee

July 1, 2020

Dear Dean VandenBosch,

Thank you for asking members of the CALS Equity and Diversity Committee for concrete steps the college can take to combat systemic racism. During our call last week, we shared with you the ongoing pain felt by our students, faculty, and staff of color. We also shared the growing, collective frustration that the changes needed to address racism in CALS have not been adopted.

A recurring theme in our discussions with students at the graduate and undergraduate levels is that the majority of faculty and staff are clueless about the racism in our college and even less knowledgeable about how to counteract it. Our ignorance is not surprising, given the palpable lack of racial diversity in the college and the socialization of white people within and beyond academics to believe that fighting racism is someone else's problem. The institutional status quo of further burdening those who experience racism with the task of solving it only perpetuates this pernicious cycle.

To move forward, we request that CALS institute mandatory anti-racism training for all faculty and staff. Anti-racism training should follow evidence-based approaches and be administered by experts. Those faculty and staff who fail to complete anti-racism training should be ineligible for salary increases, lose privileges (including working with students), and receive permanent marks on their employment records. CALS has an opportunity to act as a model for the broader university community.

We see compelling reasons for instituting this new rule as soon as possible. First, reducing systemic racism in the college ultimately requires that faculty and staff change our individual behavior. We need education to become aware of how exactly we enact and support racism in academics and how we can stop it. Second, faculty and staff must be held accountable. The existence of systemic racism means that many members of our college will only pursue anti-racism training if it is mandatory. Faculty and staff are already asked to complete training to achieve institutional goals (e.g. research animal welfare) that are less important than anti-racism. Third, mandatory training is a relatively simple change that is likely to produce a substantial impact. The success of recently instituted training around sexual assault and sexual harassment shows how mandatory programs raise awareness and bring difficult conversations to the forefront. Finally, our students want to see faculty and staff adopt anti-racism approaches

in research, teaching, and service. We owe it to our students to follow their wisdom and create a better environment.

As with all changes that matter, resources will be needed to make mandatory anti-racism training a reality. We request that you dedicate funds to this cause. Such an investment seems modest compared to the cost of not acting.

Sincerely,
Members of the CALS Equity and Diversity Committee

Proposal for an Equity and Diversity Office in the College of Agriculture and Life Sciences

The College of Agriculture and Life Sciences is dedicated to promoting Diversity, Equity, and Inclusion in the College, however this requires daily dedicated, consistent support. One part of this commitment is the increased recruitment of students for admittance to undergraduate and graduate populations in our College, as well as increased recruitment and hiring of faculty and staff. However, increasing the proportions of diverse individuals into these roles is only one part of the solution to not only increasing representation, but also demonstrating the value of diverse voice(s) at the table. Upon arrival at UW-Madison there are a variety of unique circumstances or issues that diverse groups of individuals encounter. Therefore, a secondary part, and likely more critical one, is the continuation of support to our diverse groups over the course of their tenure at UW-Madison.

Improving Diversity, Equity, and Inclusion is intricately tied into the development of a climate and community where all individuals feel welcome and respected. Individuals stay at UW-Madison because they find their community, however this may pose challenging to individuals of underrepresented groups. Diverse groups find this challenging for a variety of reasons including but not limited to the following:

- Makeup up of the racial and ethnic population at UW-Madison (CALs, department, Madison in general) making it difficult to find a community in which they are comfortable
- Lack of diversity in the greater community
- Increased responsibility to participate on committees that detracts from their actual job requirements
- Lack of support by their peers, departments, etc.

In order to address these concerns, the CALs Equity and Diversity Committee recommends the establishment of an Office of Equity, Diversity, and Inclusion within the College of Agriculture and Life Sciences. This office would be staffed by full time, academic staff that can provide continuous support to undergraduate and graduate students, post-doctoral fellows, staff, and faculty. This office would develop programming that can provide continued support to underrepresented groups in CALs specifically. There is precedence for this office given that the School of Medicine and Public Health, School of Education, and the College of Letters and Sciences have offices similar to this in nature here at UW-Madison. Currently, we have some programs and committees focused on these areas, but these are unable to provide uninterrupted support the broader community. Suggested ideas that the Office would be responsible for would include but are not limited to the following:

- Outreach and communication to the CALs community and the broader campus and Madison community on issues related to equity, diversity and inclusion.
- Mentorship support (different programs for undergraduates, graduate students, post-doctoral fellows, faculty, staff)
- Seminars and events related to community building
- On-boarding programs to help become familiarized with the CALs community
- Consistent “institutional” knowledge of Equity, Diversity, and Inclusion issues that are more difficult to breach with a committee that turns over (CALs EDC)

- Direct engagement with Department Diversity Representatives to support programming in the departments
- Direct engagement with Campus programming in the Office of Equity and Diversity
- Fundraising for summer research internship programs

It is crucial that CALS clearly articulates its commitment to the success of the broader community. Creation of an office that is continually committed to supporting diversity, equity, and inclusion of individuals from all groups that takes the needs of these groups seriously is one step in the right direction of acknowledging the issues we have been continually facing. UW-Madison is a top-ranked, world-renown institution and it is time to take action, in addition to providing words of support to our underrepresented colleagues. In order to make our College a more diverse place, we must acknowledge the need to provide consistent support to diverse groups that are here, but also help others realize the importance of our diverse groups to the richness of the academic experience.