Managing Diversity at Madison Area Technical College
The Role of the Chief Diversity Officer
March 28, 2019
Madison Area Technical College

• Vice President of Equity, Inclusion & Community Engagement created in 2016

• 34,000 students/2300 employees

• Four urban campuses: Truax, Commercial, West and in Fall 2019 South Goodman

• Four regional campuses: Ft. Atkinson, Watertown, Reedsburg & Portage

• Largest liberal arts transfer to University of Wisconsin in Madison & other system Universities
# Student Demographics

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019*</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>70.0%</td>
<td>69.6%</td>
<td>68.5%</td>
<td>68.1%</td>
<td>67.5%</td>
</tr>
<tr>
<td>Black</td>
<td>6.2%</td>
<td>5.8%</td>
<td>6.4%</td>
<td>6.5%</td>
<td>6.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8.8%</td>
<td>8.9%</td>
<td>9.6%</td>
<td>10.1%</td>
<td>10.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>4.1%</td>
<td>4.3%</td>
<td>4.6%</td>
<td>4.7%</td>
<td>4.9%</td>
</tr>
<tr>
<td>American Indian</td>
<td>0.4%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Hawaiian/Pacific Islander</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Multi Racial</td>
<td>2.9%</td>
<td>2.8%</td>
<td>2.8%</td>
<td>2.7%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Unknown</td>
<td>7.4%</td>
<td>8.0%</td>
<td>7.5%</td>
<td>7.2%</td>
<td>6.7%</td>
</tr>
</tbody>
</table>

*Minority* 22.5% 22.4% 23.9% 24.6% 25.7%
Definitions

Adapted from Jordan Bingham
Equity Scorecard

How do we measure progress?

• Focused in four separate perspectives that have a College-wide effect

• Current surveys: PACE and SSI

Created by IRE and adapted from CUE
Equity and Inclusion Plan 2016

Presented at the Board of Trustees Meeting October 12, 2016

Four goals

1. Every student and employee experiences a more welcoming and inclusive Madison College.
2. Every student persists and completes or succeeds at Madison College.
3. Madison College strives to have the employee demographics reflect the student body and the communities we serve.
4. Madison College engages the community in meaningful and authentic ways.
Madison College Equity & Inclusion Initiatives

Students First

- Simulations
- Climate & Culture Programming
- Diversity Training
- Equity & Inclusion Training
- Skills Building Workshops
- Community Connections Gatherings
Equity & Inclusion Training

**PURPOSE**: To establish a collective understanding of equity and inclusion concepts to ensure equitable educational outcomes and to create an inclusive environment for ALL students.

**TRAININGS**:
- **Level I**: “The Brain, Bias & a Backwards Bike”
  - Offerings every semester with special sessions for Administrators, Faculty, other divisions & Schools at the College
  - **Level II**: Spring 2019
  - **Level III**: Fall 2019
- Spring 2018 Created an online version
Diversity Training

**PURPOSE:** To provide specific information about key underrepresented identity groups at Madison College

**TRAININGS:** Gender Identity Training for Administrators; Identity & Latinos in the United States; Understanding Hmong Culture
Culture & Climate Programming

**PURPOSE:** To increase exposure to identity groups through the arts, music, literature, film, etc.

**Films:** Rwanda & Juliet; *Los Lecheros*; Brown Girl; Blood on the Doorstep

**Community Conversations:** Paradox of Being a Black Police Officer; Hmong Motherhood

**Art Exhibits:** Sam Gilliam at MMOCA; Dane Arts Pop Up; Mystical Arts of Tibetan Sand Mandalas

**Speakers:** Jesus Salas; Alex Miranda; Major General Marcia Anderson; Gyasi Ross; Sonya Renee Taylor

**Poetry:** Juneteenth Poetry Slam; Poetry Circle with Lacey Roop; National Coming Out Day with T Banks
Simulations

**PURPOSE:** To provide participants an experiential learning environment that reflect a real life process

**SIMULATIONS:** Non-violence Training in collaboration with Center of International Education & Wisconsin Institute for Peace; Prisoner Re-entry in collaboration with MUM; Poverty Simulation in collaboration with United Way; Dining in the Dark
Skills Building Workshops

**PURPOSE**: To provide participants necessary skills to develop an equity lens

**EXAMPLES**: Spring 2019 “Courageous Conversations”
Community Connections

**PURPOSE:** To meaningfully and authentically engage community organizations, schools and community leaders with Madison College

**Gatherings:** Spring & Fall 2017 Community Connections with Faith Based Organizations, Community Based Organizations & Associations and Networks at Truax; Summer 2018 Community Connections at the Regional Campuses

**Sponsorships:** Boys & Girls Club; Centro Hispano; Urban League; YWCA Racial Justice Summit; Latino Chamber; Latino Professional Association

**Hosting Events:** River Food Pantry Harvest Dinner; 100 Black Men Backpack Giveaway; Junior League Prom Dress Event; Sister Cities Celebration Banquet
Discussion Points

• How does one measure progress toward changing the campus climate and culture?

• How does one deepen collaboration with Human Resources Professional Development unit and Center for Teaching and Excellence to incorporate equity and inclusion concepts in all educational opportunities for faculty, administrators and staff?

• How does one work with Institutional Research and Effectiveness to better survey and assess Equity & Inclusion training and events?

• What other survey instruments exists (CCSSE, Diverse Learning Environments Survey) that measure climate and culture?
Thank you and Muchisimas Gracias.