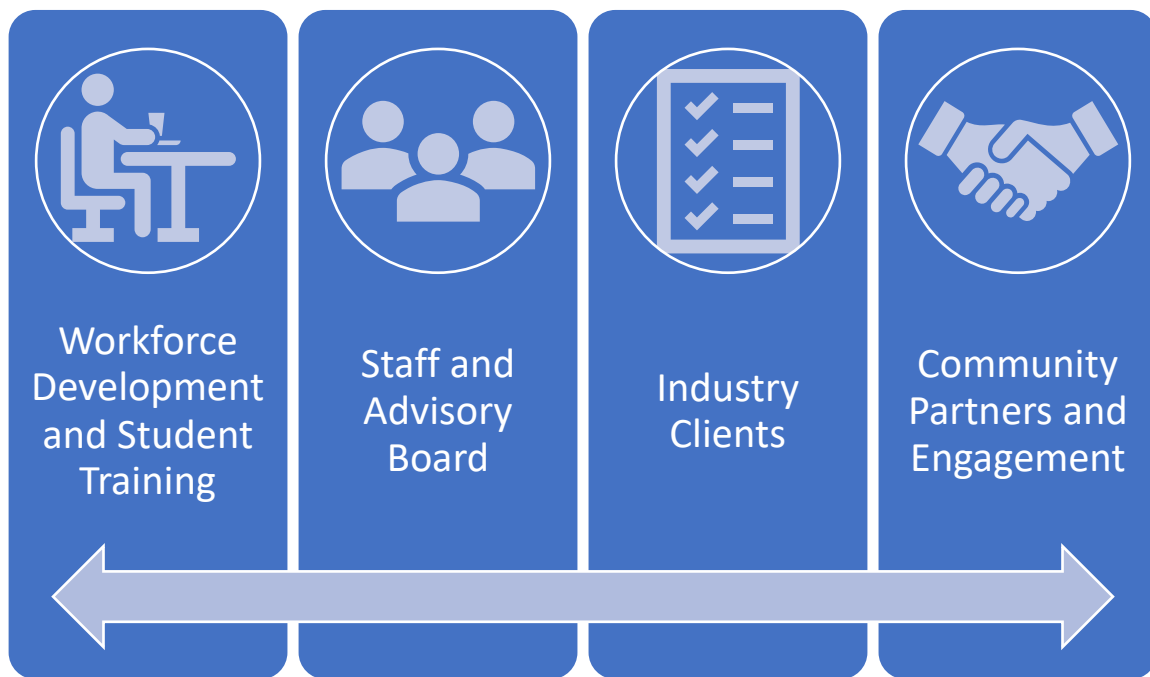


## DIVERSITY INCLUSION PLAN

Save the Diversity and Inclusion Plan in a single PDF file using the following convention for the title "ControlNumber\_Diversity\_Inclusion\_Plan".

### OUR APPROACH TO DIVERSITY AND INCLUSION

Along with commitment and advocacy from leaders at all levels of the university, the University of Wisconsin-Milwaukee IAC's approach to diversity and inclusion is driven by four key pillars:



To fulfill its mission as a major urban doctoral university and to meet the diverse needs of Wisconsin's largest metropolitan area, the University of Wisconsin–Milwaukee provides a wide array of degree programs, a balanced program of applied and basic research, and a faculty who are active in public service. Fulfilling this mission requires the pursuit of these mutually reinforcing academic goals:

- To develop and maintain high quality undergraduate, graduate and continuing education programs appropriate to a major urban doctoral university.
- To engage in a sustained research effort that will enhance and fulfill the university's role as a doctoral institution of academic and professional excellence.
- To continue development of a balanced array of high quality doctoral programs in basic disciplines and professional areas.
- To attract highly qualified students who demonstrate the potential for intellectual development, innovation, and leadership for their communities.

- ***To further academic and professional opportunities at all levels for women, minority, part-time, and financially or educationally disadvantaged students.***
- ***To establish and maintain productive relationships with appropriate public and private organizations at the local, regional, state, national, and international levels.***
- ***To promote public service and research efforts directed toward meeting the social, economic and cultural needs of the state of Wisconsin and its metropolitan areas.***
- To encourage others from institutions in the University of Wisconsin System and from other educational institutions and agencies to seek benefit from the University's research and educational resources such as libraries, special collections, archives, museums, research facilities, and academic programs.
- ***To provide educational leadership in meeting future social, cultural, and technological challenges.***

UWM has long been considered a top destination for talent in marginalized and minoritized populations, with many centers and initiatives that speak directly to how diversity is supported and valued on campus. These focused resources include the Inclusive Excellence Center, Women's Resource Center, Multicultural Student Centers, LGBTQ+ Resource Center, Military and Veterans Resource Center and others that provide support for the specific student and staff populations.

#### **DIVERSITY STRATEGY: STUDENT RECRUITMENT**

The IAC faculty team members will closely work with UWM's Office of Global Inclusion to optimize our recruitment, mentoring, and retention efforts of a diverse group of students to participate in the IAC assessments and academic program. We will enrich our recruitment efforts by attending and interviewing potential female graduate students, those from the predominantly underrepresented minority groups, first generation and students with disabilities, at local, regional and national meetings/conferences. These conferences include: The Society of Black Engineers (NSBE), the Society of Women Engineers (SWE), Women in Engineering Program Advocates Network (WEPAN) and the Society of Hispanic Professional Engineers (SHPE).

As the faculty adviser for UWM-SWE (since 2011), Dr. Wilkistar Otieno, a minority female and member of the IAC faculty team, also serves as a faculty mentor for the National Science Foundation supported Wisconsin Alliance for Minority Participation (WiscAMP). In that role Dr. Otieno attends at least two of the above listed conferences annually. Of particular importance to recruiting students from diverse backgrounds will be the Emerging Researchers National Conference (ERN), where attendees largely consist of student researchers. She will reach out at all of these conferences to encourage enrollment at UWM and participation in the IAC team.

Other members of the IAC faculty team will join in the recruitment efforts through their respective engineering discipline conferences. The IAC team will also reach out to the NSF-INCLUDES programs, particularly the National Alliance for Inclusive and Diverse STEM Faculty (NAIDSF)—a collaboration between the University of Wisconsin-Madison and the Iowa State University not only to learn from their best practices, but also to recruit from their alliance.

## DIVERSITY STRATEGY: IAC OPERATIONS

The UWM IAC will use a number of strategies to ensure diversity in its operations, including specific metrics for recruiting students for IAC participation, diversity on the faculty team, including minority and female team members, appointing IAC Advisory Board members from diverse populations, targeting assessments in federally designated opportunity zones, and collaboration with existing university support structures for diverse student populations.

As part of the UWM community, UWM IAC students and staff will complete the annual required Racial Justice and Equity Training program and the required sexual harassment training program. In addition, the UWM IAC will attempt to track diversity metrics of the industries receiving energy assessments. Metrics include diversity in the ownership, the management team, and the overall workforce, to the extent that the participating industries are willing and able to provide such diversity information. All of these activities will ensure that the UWM IAC operates with diverse team members and serves diverse communities and industries across Wisconsin.

## DIVERSITY STRATEGY: MINORITY BUSINESS RESOURCES AND COMMUNITY ENGAGEMENT

To achieve broad outreach to minority and diverse businesses, the UWM IAC will engage with a number of appropriate organizations, including the ***Wisconsin Economic Development Corporation (WEDC)***, which leads economic development efforts for the state by advancing and maximizing opportunities in Wisconsin for businesses, communities and people to thrive in a globally competitive environment. Working with more than 600 regional and local partners, WEDC develops and delivers solutions representative of a highly responsive and coordinated economic development network. The Milwaukee region also offers both private- and public-sector opportunities for minority-owned businesses.

Another major player is the ***Milwaukee-7***, launched in 2005, to create a regional, cooperative economic development platform for the seven counties of southeastern Wisconsin: Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington and Waukesha. Its mission is to attract, retain and grow diverse businesses and talent. ***The Business Council***, an affiliate of the Metropolitan Milwaukee Association of Commerce, works with area businesses to facilitate the growth of Black-owned and other minority businesses. Its minority supplier diversity module connects corporations with minority-owned suppliers.

***The State of Wisconsin*** also offers a variety of programs designed to assist minority and women-owned businesses. These include financial consulting, business development assistance, minority certification programs (for public contracts) and a directory of minority-owned firms. The UWM IAC will find this directory especially useful in reaching out to minority-owned firms for energy assessments.

Other relevant organizations specific to minority and diverse populations include the ***African American Chamber of Commerce*** of Wisconsin, the ***American Indian Chamber of Commerce*** of

Wisconsin, the **Hispanic Chamber of Commerce** of Wisconsin and the **Hmong Wisconsin Chamber of Commerce**. In 2017, the four minority chambers were officially designated as Key Strategic Partners, a recognition of partnership that strengthens WEDC's commitment to the minority business community and recognizes the chambers' specialized skills and proven track record of success. In the last year alone, the four groups provided services to more than 300 businesses around the state and conducted 48 workshops on business development topics. UWM's IAC's diversity plan also includes reaching out to the **Wisconsin Women's Business Initiative Corporation**, the **Wisconsin Veterans Chamber of Commerce** and the **Wisconsin LGBT Chamber of Commerce**. All of these organizations maintain membership lists and will be invaluable assets in reaching out to these diverse business communities to inform them of IAC assessments and services.

Before covid-9 WEDC hosted the annual **MARKETPLACE**, the Governor's Conference on Minority Business Development, which normally drew more than 600 attendees and was the premier annual statewide business capacity-building conference for minority, woman and veteran business owners looking to do business with state, federal and local governments as well as the private sector. The conference provided opportunities for businesses to meet with dozens of potential buyers, identify funding sources, connect with business assistance resources and network with other businesses. If **MARKETPLACE** resumes in 2022 this will be an ideal venue for the UWM IAC to market its assessment services to this large diverse audience.

Another method of community outreach to disadvantaged communities will be conducting assessments in Wisconsin's 120 **federally designated opportunity zones**, all of which are low-income communities. Wisconsin's opportunity zone urban-to-rural ratio is nearly identical to the statewide ratio. Among Wisconsin's 120 opportunity zones, 71 percent are urban, and 29 percent are rural. The UWM IAC will identify potential industrial assessment clients located in these opportunity zones and will reach out to them through many of the organizations and venues already described above.

#### **DIVERSITY STRATEGY: METRICS AND TIMELINE FOR UWM DIVERSITY INCLUSION PLAN**

<b>IAC Component/Activity</b>	<b>Documentation/ Data Collection</b>	<b>Baseline/Metrics/ Evidence of Success</b>	<b>Timeline/ Schedule</b>
Engagement with M-7, and minority chambers of commerce to identify minority-owned/diverse Wisconsin businesses	# of contacts and outreach events; database of minority/diverse businesses eligible for IAC assessments	Initial enrollment data and academic achievement data (grades, standardized tests)	Start of IAC program and annually throughout IAC support
Recruitment of diverse students for IAC participation from	# and demographics of student applicants;	Current enrollment in degree program; initial gpa and academic status;	Start of IAC program and annually

multiple sources, including local partner MATC and minority-serving institutions of higher education (HBCU, HSI, PBI, etc.)	# of recruitment meetings and events	progress toward degree; at least 25% of IAC students from diverse populations	
Completion of UWM required Racial Justice and Equity Program and sexual harassment training for IAC team	Completion and passing of on-line diversity and sexual harassment training programs	100% completion and pass rate of all IAC team members; UWM documentation in HR personnel file	Start of program and annually
Energy assessments of minority-owned and other diverse companies; energy assessments in designated opportunity zones across Wisconsin	Site visits; assessment report presented to company	Baseline to be established: # of eligible diverse companies (women or minority owned); annual 5% increase of diverse companies served	Ongoing throughout IAC program
Economic impacts of IAC assessments on minority or diverse communities; increased efficiency and lower costs for these companies	Company locations in Opportunity Zones; available employee demographics	# of IAC assessments conducted in Opportunity Zones; in year one at least 5% of assessments in Opportunity Zones; goal of at least 10% annually	Ongoing throughout IAC program
Appointment of diverse members to IAC Advisory Board	Invitations to minority business groups: IAC website, personal contacts, social media, UWM alumni	At least 20% minority or other diverse members of IAC Advisory Board	Start of program and annually