

**June 9, 2020**

Hello Chancellor Mone,

On behalf of the Multicultural Network (MCN) and our Advocacy & Resource Development Subcommittee, I'm writing in acknowledgement of the [email](#) you sent on June 3<sup>rd</sup> that highlighted some current and future actions UWM is taking to stand in solidarity with and support Black lives.

We are living in a time where many are fervently chanting, **"Enough is enough"**.

Students, faculty, and staff have been and are currently experiencing challenges as a result of the current issues relative to police brutality, race relations, and committed action regarding race from our leaders. Here you will find concerns from students, faculty, and staff alike that highlight a few of these challenges and concerns:

- Making the decision to return to UWM considering recent events and the University's response to these issues;
- Safety concerns within the UWM and surrounding neighborhoods, and interaction with UWM and local police (given recent events involving nearby Shorewood Police Department and actions taken to address racist sentiments around campus, see <https://www.jsonline.com/story/news/2020/06/07/shorewood-woman-taken-into-custody-spitting-minor-police-say/3170166001/>);
- Not feeling valued outside of the offices that serve BIPOC students at UWM (e.g., "I don't feel like I matter...");
- Not soliciting feedback from faculty or staff of color regarding statements on race and equity disseminated by the Chancellor's office or the campus-at-large (e.g., "We are not part of the agenda...");
- Failing to speak and act proactively to address race and equity concerns, intentionally focused on UWM faculty, staff, and students of color (particularly Black-identified).

We are paying closer attention and actively watching leadership's response to local, state, and national efforts to address what the university **will, can, and should be** doing to spark change.

Right now, we have an opportunity to highlight and promote recent efforts of the collaboration between the MCN and campus leadership to affect real change for Black, Indigenous, and People of Color (BIPOC) at UWM. Especially because you indicated a commitment to "institute a mandatory anti-bias, anti-racism training for all members of the UWM family" it is good timing to transparently communicate to the campus community how that promised action, as one example, exemplifies the administration's desire to address the efforts outlined in our Position Statement on BIPOC Student Success Needs submitted in February.

Below are recommendations taken out of the MCN BIPOC Position Statement that, if put into action immediately, can address some, if not all, of the concerns referenced above:

- **BIPOC Students See Themselves Reflected on Campus and Are Supported (p. 6).**
  - Forming student voice groups that have a direct line of communication with the Chancellor and UWM's leadership team for BIPOC students. Aligns with Strategic

Directions: Equity and Inclusion; Outstanding Learning Environment; Sustainable Future for the Campus.

- **BIPOC Faculty and Staff Are Supported and Heard (p. 7).**
  - Hiring an external organization with expertise in operating within a racial/ethnic equity evaluative framework to fully evaluate and assess UWM's practices and policies regarding recruitment, search and screen, hiring, onboarding, and retention (Appendix B). Aligns with Strategic Directions: Diversity, Equity and Inclusion; Outstanding Learning Environment; Research Excellence; Community Engagement and Talent Pipeline; Sustainable Future for the Campus.
  - Each school, college, department and/or unit be charged to create a racially and ethnically diverse group of academic advisors and support staff. This would include hiring from the Black/African American, Hispanic/Latinx, Indigenous and Southeast Asian American communities. Aligns with Strategic Direction: Diversity, Equity and Inclusion; Sustainable Future for the Campus.
- **UWM is Anti-Racist (p. 7).**
  - Require the Teaching for Multicultural Inclusion and Equity (TMIE) Workshop and Certificate Program in the Center for Excellence in Teaching and Learning (CETL) for all faculty and instructional staff including TAs after hiring new CETL staff to facilitate the workshop. We recommend new staff be hired since current and historic efforts to provide this kind of educational experiences have overburdened existing BIPOC faculty and staff by recruiting them to volunteer their time to develop, plan and facilitate the sessions.

*Will you join us in this opportunity to affect real change by sharing the Position Statement with the campus community via email from your office, and showing support for it? In the context of what our society is dealing with regarding the violence against our Black community we believe this will further display your commitment to transforming UWM into an anti-racist institution.*

*We are willing to work with whomever to provide necessary support to disseminate the document and we believe it is necessary to keep the campus community aware of these efforts, especially amidst the current violence happening against our Black community.*

*We have started to compile resources for students, faculty and staff, and reference some helpful sites below. While this is not an exhaustive list, we believe these resources can serve as a starting point for more dialogue about help that Black members of the UWM Community need.*

- **Resources for students coping with racism:**
  - National Equity Project: <https://blog.nationalequityproject.org/2020/03/17/kindness-eases-change-love-quiets-fear/>
  - NAACP Youth and College Division: <https://www.naACP.org/youth-college/>
  - *Coping with Race-Related Stress*, Brown University: <https://www.brown.edu/campus-life/support/counseling-and-psychological-services/coping-race-related-stress>
  - *National Association of Independent Schools, Coronavirus (COVID19) Resources: Student Health and Well-Being and the Intersection of Race, Equity, Diversity, and Inclusion*: <https://www.nais.org/articles/pages/coronavirus-covid-19-resources-student-health-and-well-being-race-equity-diversity-inclusion/>

- *Office of Civil Rights*, United States Department of Education: <https://www2.ed.gov/about/offices/list/ocr/index.html>
- *Guidance on Protesting*, American Civil Liberties Union: <https://www.aclu.org/know-your-rights/protesters-rights/#im-attending-a-protest>
- **Additional campus resources for UWM faculty/staff to give to students addressing racism or seeking redress:**
  - DIE, Office of the Chancellor: <https://uwm.edu/chancellor/strategic-directions/diversity-equity-and-inclusion/>
  - Global Inclusion & Engagement, Resources: <https://uwm.edu/global-inclusion/resources/>
  - UWM Equity and Diversity Services, <https://uwm.edu/equity-diversity-services/>
  - Norris Health Center, [nhc-help@uwm.edu](mailto:nhc-help@uwm.edu)
  - Black Student Cultural Center: <https://uwm.edu/bcc/>
  - African Diaspora Council: <https://uwm.edu/adcc/>
- **Resources to educate MCN members or UWM staff regarding anti-racist practices and ways to advocate for students:**
  - *College Leaders Shouldn't Waste Crisis*, Inside Higher Ed: <https://www.insidehighered.com/views/2020/05/20/college-leaders-shouldn%E2%80%99t-waste-crisis-students%E2%80%99-sake-opinion>
  - *Teaching Ideas and Resources to Help Students Make Sense of the George Floyd Protests*, NY Times (6-3-20): <https://www.nytimes.com/2020/06/03/learning/lesson-plans/teaching-ideas-and-resources-to-help-students-make-sense-of-the-george-floyd-protests.html>
  - *How to Create Inclusive Environments for Black Students at Predominantly White College Campuses*, Scholars.org: <https://scholars.org/contribution/how-create-inclusive-environments-black-students-predominantly-white-college-campuses>
  - *Equity in Mental Health Framework*: <https://equityinmentalhealth.org/>
  - *Talking about Racism and Violence*: <https://www.colorincolorado.org/talking-about-racism-and-violence-students-resources-educators>
  - *How Higher Ed Can Fight Racism- 'Speak Up When It's Hard'*, Chronicle.com (6-1-20): <https://www.chronicle.com/article/How-Higher-Ed-Can-Fight/248897>
  - *Five Ways College Educators Can Have More Effective Conversations About Race*, Inside Higher Ed (5-14-20): <https://www.insidehighered.com/views/2020/05/14/five-ways-college-educators-can-have-more-effective-conversations-about-race>
  - *George Floyd's Death Prompts Colleges to Review Role of Police on Campus*, Education Dive (6-5-20): <https://www.educationdive.com/news/george-floyds-death-prompts-colleges-to-review-role-of-police-on-campus/579319/>

*We thank you for your consideration of our response. We look forward to partnering with you to further address the needs of our Black faculty, students and staff in this hour and to show solidarity with you in taking affirmative action steps against racism, violence and oppression in any form at UWM.*

*If you have any questions or would like to discuss further, please contact MCN Chair, Ariel Milton-Kern, at [miltona@uwm.edu](mailto:miltona@uwm.edu) or call 414-251-6043.*

With Panther Pride,

***The UWM Multicultural Network***

A handwritten signature in black ink, appearing to read 'Ariel Milton-Kern'.

***Ariel Milton-Kern, Chair (2019-2020)***