

## Diversity Leadership Certificate LEAP Action Plan

<b>LEAP Workshop Year:</b> 2013 <b>Action dates:</b> Spring 2013-Spring 2014	<b>For more information, contact:</b> Ellie Schemenauer, <a href="mailto:schemene@uww.edu">schemene@uww.edu</a> , x2872 Lauren Smith, <a href="mailto:smithlb@uww.edu">smithlb@uww.edu</a> , x6237
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<b>General Goal:</b>  Design an innovative certificate in diversity leadership studies that combines curricular and co-curricular activities	
<b>Planned Actions:</b> <ul style="list-style-type: none"> <li>• Design the learning objectives and requirements for the certificate (see attached).</li> <li>• Successfully take the certificate through curricular process</li> </ul>	
<b>Deliverables, Completed Actions:</b>  <p><b>We designed an innovative Diversity Leadership Certificate and successfully took the certificate through the curricular process--the primary two goals of our LEAP team. The Diversity Leadership Certificate went live in Spring of 2014. In addition to the creation of the certificate, we have made significant strides in terms of its implementation, recruitment and orientation processes for students.</b></p> <ul style="list-style-type: none"> <li>• <b>Wrote a successful Inclusive Excellence Initiative grant</b>—<i>The \$4600 grant includes support for the duplication of the Diversity Leadership Certificate brochure and support for recruitment and orientation efforts for the 2014-2015 academic year. Our first group orientation supported by this grant is Thursday, October 9 at 3:45 p.m.</i></li> <li>• <b>Wrote a certificate check sheet, list of approved courses and student learning</b></li> </ul>	

**objectives**—*see attached.*

- **Approximately 30 students are in the process of completing the DLC**—*Our goal is to have 50 students in the process of completing the certificate by the end of Spring 2015.*
- **Revised our website to include the DLC**—*The Diversity Leadership Certificate is linked to the Women’s and Gender Studies, Race and Ethnic Studies and Diversity pages on the university website.*
- **Created “tracking” process for students**—*Students can sign-up for the certificate online. Each student receives a welcome letter with an attachment of the certificate requirements, approved courses and learning objectives. We have a central excel sheet that tracks who is interested, who has gone through orientation and advising, who has begun the eportfolio process, etc.*
- **Wrote a successful panel proposal for the administrator’s conference at the National Women’s Studies Association Conference (November 2014 in San Juan, Puerto Rico)**—*Ellie Schemenauer, Lauren Smith, Pilar Melero and Cindy Konrad will be presenting individual papers related to their experiences working on the DLC.*
- **Hired a student worker to help recruit students, run orientation meetings and provide a template for the DLC eportfolio.**
- **Created a blog**—*there is nothing on it currently, but the hope is to list information related to completing the cocurricular requirements of the certificate (e.g., conference opportunities, leadership activities, diversity events on campus) and list orientation and eportfolio training dates. This is ideal for a student worker.*
- **Made formal presentations about the DLC to faculty in Women’s Studies, Race and Ethnic Studies, Social Work and the Multimedia and Game Design program**  
**We are also working on a possible collaboration with the Honors Program**—*We’ve been contacted by Early Childhood Education which we hope to follow-up on soon. We have plans for more faculty outreach to COBE, Education and Arts and Communication after this academic year.*

**Notes:**

- *Financial needs: more student worker money to fine tune the eportfolio template and work on our blog, money for a photographer for the DLC brochure*
- *Curricular/administrative need: to create a 1-credit workshop to streamline advising and completion of certificate requirements.*

## Diversity Leadership Certificate Check Sheet

Students must complete the following SIX requirements and submit them to a personalized ePortfolio in D2L:

### REQUIREMENT 1: Coursework

Complete FOUR three-credit diversity-related courses, at least two of them at the 300 or 400 level, with a minimum grade of B-. Courses may be selected from diversity-designated courses, Women’s and Gender Studies courses, any disabilities-themed course, or any courses approved by the Diversity Leadership Certificate Committee. Course selections must include a minimum of one course from the Women’s and Gender Studies list and one from the university diversity-designated list.

List course #, title and grade earned below:

Course number	Title	Grade
Example:		
WOMENST 370	Women: Race and Ethnicity	B+
1.		
2.		
3.		
4.		

### REQUIREMENT 2: Diversity Projects

Upload THREE artifacts that, considered together, demonstrate a minimum of three of the DLC learning objectives (see last page of check sheet). Examples include papers, essay exams, podcasts, and performances. They may be class assignments or other projects completed outside of coursework.

Artifact type	Artifact title	Introduction complete (yes/no)
Example:		
Essay exam	Mati Work: Exploring Race, Class and Sexuality in Suriname	Yes—connected artifact to DLC learning objectives 2 and 5
1.		
2.		
3.		

### REQUIREMENT 3: Campus and/or Community Events

Attend SIX on-campus and/or community events that, considered together, reflect learning about the lived experiences of at least three divergent diverse groups defined by gender, race, ethnicity, class, sexuality, and/or ability. A 500-word reflection must be submitted for each event, focusing on the DLC learning objectives.

Date	Description and title of campus or community event	500-word reflection completed (yes/no)
Example: July 12, 2013	Watched documentary film, <i>Made in L.A.</i>  Film traces the lives of three women from Latin America who, because of their undocumented status in the U.S., find themselves working in sweatshop conditions in the garment industry in southern California. Guided by a strong sense of fairness and human dignity, these women organize and win a settlement from a major retailer.	Yes—connected film to DLC learning objectives 1, 2, 4 and 5
1.		
2.		
3.		
4.		
5.		
6.		

### REQUIREMENT 4: Conference Participation

Attend one diversity-related conference; either as a presenter or as part of a panel or roundtable discussion. Presentations can come from class, undergraduate research or from some other independent activity and should be submitted as artifacts. For those students who are not presenting a formal project, but are participating in a panel or roundtable discussion, a 500-word reflection that explains what you learned in relation to the DLC learning objectives is required.

Conference name	Date of attendance	Type of participation	Artifact
Example: Wisconsin Women's Studies Consortium Conference	October 13, 2013	Roundtable discussion: "Making the Classroom Safe for Trauma Survivors of Gender Violence—Student Perspectives"	500-word essay reflection—connected to DLC learning objectives 4, 6, 7 and 8
1.			

## REQUIREMENT 5: Leadership Activity

Organize and facilitate at least one diversity-oriented event, or engage in meaningful service learning activities. Students should submit a 500-word reflection about what they learned. Reflections should integrate discussion of at least three of the DLC learning objectives.

Type of leadership activity	Description	Completed 500-word reflection (yes/no)
Example:		
Led a diversity-related workshop	I collaborated with leaders from IMPACT, BSU and SAO to organize a student workshop on the challenges and realities of income inequality in southern Wisconsin	Yes, connected experience to DLC learning objectives 1, 4, 5, 6, and 7
1.		

## REQUIREMENT 6: Final Essay

Submit a final integrative essay addressing the following questions: Based on what you've learned, how would you define diversity? Why? Why does your definition of diversity matter? How has your learning about diversity helped you to be a more engaged and responsible citizen? How might your diversity education equip you to contribute to the professional world? Essay should be a minimum of 1250 words and incorporate the DLC learning objectives.

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### Diversity Leadership Certificate Learning Objectives

Students will be able to:

1. Articulate insights about their own identities in multiple contexts with respect to factors such as gender, race, ethnicity, class, sexuality and ability.
2. Demonstrate an understanding of key concepts necessary for intercultural knowledge and competence, such as privilege/power and social construction of identity.
3. Demonstrate drive/motivation to learn and interact with people with different cultures and worldviews.
4. Demonstrate the ability to see things from others' perspectives.
5. Demonstrate the ability to use knowledge, diverse cultural frames of reference, alternative perspectives and key concepts to think critically and act creatively to address social problems.
6. Use appropriate language and behaviors and suspend judgment to listen empathetically.
7. Interact meaningfully and build relationships with diverse communities and individuals through engagement with real-world challenges.
8. Apply key concepts to act ethically and affect social change.

**DIVERSITY LEADERSHIP CERTIFICATE  
LIST OF APPROVED COURSES**

**DIVERSITY DESIGNATED COURSES**

**AFRICAN AMERICAN STUDIES**

AFRIAMR 100	Introduction to Black Culture <b>GE/diversity</b>
AFRIAMR/HISTORY 141	Modern Black American History <b>GE/diversity</b>
AFRIAMR/POLISCI 261	African-American Politics <b>GE/diversity</b>
AFRIAMR/SOC 270	The African American Community <b>GE/diversity</b>
AFRIAMR/HIST 321	A History of Black Migration in the U.S. <b>GE/diversity</b>
AFRIAMR/ENG 345/545	African-American Literature, 1800 to the Present
<b>diversity</b>	
AFRIAMR/POLISCI 365	Black Political and Social Thought <b>diversity</b>
AFRIAMR/SOC 392	African American Families <b>diversity</b>
AFRIAMR 396	Current Issues in Black Studies: Social and Behavioral Sciences <b>GE/diversity</b>
AFRIAMR 397	Current Issues in Black Studies: Humanities
<b>GE/diversity</b>	

**AMERICAN INDIAN STUDIES**

AMERIND/HIST 102	Introduction to American Indian Studies <b>GH/diversity</b>
AMERIND/ANTHROPL 305	Native North America Today: People, Culture and Survival <b>diversity</b>

**ANTHROPOLOGY**

ANTHROPL/AMERIND 305	Native North America Today: People, Culture and Survival <b>diversity</b>
ANTHROPL/WOMENST 334	Women and Men in Cross-Cultural Perspective <b>GS</b>

**CHICANO STUDIES**

CHICANO 150	Introduction to Chicano Studies <b>GE/diversity</b>
CHICANO/ENG 200	Chicano Literature: to 1980 <b>GE/diversity</b>
CHICANO/ENG 201	Contemporary Chicano Literature <b>GE/diversity</b>
CHICANO/HISTORY 310/510	History of Chicanos in the US: 19th Roots & 20th
Development <b>GE/diversity</b>	
CHICANO 320/520	Politics of the Chicano <b>GE/diversity</b>
CHICANO 330	Chicano and Latino American Thought <b>GE/diversity</b>

**COMMUNICATION**

COMM 424	Cross Cultural Communication
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**ECONOMICS**

ECON 496	Special Studies - Economics of Discrimination
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**EDUCATIONAL FOUNDATIONS**

EDFOUND 243	Education in a Pluralistic Society
EDFOUND/POLSCI 341	Urban Education: Issues and Policies <b>diversity</b>

## ENGLISH

ENGLISH/CHICANO 200	Chicano Literature <b><i>GH/diversity</i></b>
ENGLISH/CHICANO 201	Contemporary Chicano Literature <b><i>GH/diversity</i></b>
ENGLISH/RACEETH 202	Introduction to U.S. Latino/a Literature <b><i>GH/diversity</i></b>
ENGLISH 265	Multicultural Literature of the U.S. <b><i>GH/diversity</i></b>
ENGLISH/AFRIAMR 345/545	African-American Literature, 1800 to the Present
<b><i>diversity</i></b>	
ENGLISH/RACEETH 368/568	American Minority Women Writers <b><i>diversity</i></b>
ENGLISH 369	Multicultural Drama of the United States <b><i>diversity</i></b>

## GEOGRAPHY

GEOGRPY/WOMENST 245	Gender and Geography <b><i>GS</i></b>
GEOGRPY 430	Geography of Race and Ethnicity in the U.S. <b><i>diversity</i></b>

## HISTORY

HISTRY/AMERIND 102	Introduction to American Indian Studies <b><i>GH/diversity</i></b>
HISTRY 124	American History to 1877 <b><i>GH/diversity</i></b>
HISTRY 125	American History since 1877 <b><i>GH/diversity</i></b>
HISTRY/AFRIAMR 141	Modern Black American History <b><i>GH/diversity</i></b>
HISTRY/RACEETH 150	Atlantic History <b><i>GH/diversity</i></b>
HISTRY/AFRIAMR 321	A History of Black Migration in the U.S.
HISTRY 324/524	American Indian History <b><i>diversity</i></b>
HISTRY/WOMENST 365	Women, Science and Society

## MUSIC

MUSC 143	Survey of American Jazz <b><i>GA/diversity</i></b>
MUSC 195	Music as a World Phenomenon <b><i>diversity</i></b>
MUSC 240	Survey of African American Music <b><i>GA/diversity</i></b>
MUSC 241	Survey of Latin American Music <b><i>GA/diversity</i></b>
MUSC 344	History of American Jazz <b><i>diversity</i></b>
MUSC/WOMENST 345	Women in Music

## POLITICAL SCIENCE

POLISCI/RACEETH 217	Ethnic Politics <b><i>GS/diversity</i></b>
POLISCI/AFRIAMR 261	African-American Politics <b><i>GE/diversity</i></b>
POLISCI 266	Asian Americans in U.S. Politics <b><i>GE/diversity</i></b>
POLISCI/RACEETH 280	Politics of Urban Inequality in the U.S. <b><i>GS</i></b>
POLISCI/EDUC 341	Urban Education: Issues and Policies <b><i>diversity</i></b>
POLISCI/AFRIAMR 365	Black Political and Social Thought <b><i>diversity</i></b>
POLISCI/WOMENST 464/664	Women in International Relations

## RACE AND ETHNIC CULTURES

RACEETH/HISTRY 150	Atlantic History <b><i>GH/diversity</i></b>
RACEETH/ENG 202	Introduction to U.S. Latino/a Literature <b><i>GH/diversity</i></b>
RACEETH/POLISCI 217	Ethnic Politics <b><i>GE/diversity</i></b>
RACEETH/POLISCI 280	Politics of Urban Inequality in the U.S. <b><i>GS/diversity</i></b>
RACEETH/SOC 285	Asian Americans <b><i>diversity</i></b>
RACEETH/ENG 368/568	American Minority Women Writers <b><i>diversity</i></b>
RACEETH/SOCWORK 380	Race, Ethnicity, and Social Justice: Issues for Helping

RACEETH 393	Professionals <i>diversity</i>
RACEETH 491	Racial and Ethnic Inequality: Beyond the Classroom Race and Ethnic Cultures: Travel Study

RELIGIOUS STUDIES

RELIGST 496	Special Studies: Native American Religions
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SOCIAL WORK

SOCWORK/RACEETH 380/580	Race, Ethnicity, and Social Justice: Issues for Helping Professionals <i>diversity</i>
SOCWORK 321	Immigration Today: Individual, Community and Global Perspectives

SOCIOLOGY

SOCIOLGY 265	Race and Ethnic Relations <i>GS/diversity</i>
SOCIOLGY/AFRIAMR 270	The African American Community <i>GS/diversity</i>
SOCIOLGY/RACEETH 285	Asians Americans <i>diversity</i>
SOCIOLGY 391	Race and Ethnicity in Comparative Perspective <i>diversity</i>
SOCIOLGY/AFRIAMR 392	African American Families <i>diversity</i>
SOCIOLGY 426	Minorities & the Criminal Justice System

THEATRE

THEATRE 369	Multicultural Drama of the United States
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**WOMEN'S AND GENDER STUDIES COURSES**

WOMENST 100	Introduction to Women's Studies <i>GE</i>
WOMENST 240	Women and Work <i>GE</i>
WOMENST/GEOG 245	Gender and Geography <i>GS</i>
WOMENST 250	Women in American Culture <i>GE</i>
WOMENST 280	Feminist Theories
WOMENST 303/503	Women's Voices/Women's Lives
WOMENST 310	Women & the Shaping of Latin American Culture
WOMENST 320	Lesbian Studies
WOMENST/ANTH 334	Women & Men in Cross-Cultural Perspective <i>GS</i>
WOMENST/MUS 345	Women In Music <i>GE</i>
WOMENST 350	Stages and Transitions in Women's Lives
WOMENST/HIST 365/565	Women, Science, and Society
WOMENST 370	Women: Race and Ethnicity <i>GE/diversity</i>
WOMENST 380/580	Gender Law and Policy <i>GE</i>
WOMENST 455	Issues & Topics in Women's and Gender Studies
WOMENST/POLISCI 464/664	Women in International Relations
WOMENST 481	Gender, Ethnicity, and the Environment
WOMENST 489	Advanced Seminar in Women's Studies
WOMENST 490/690	Workshop in Women's Studies
WOMENST 493/793	Internship in Women's Studies
WOMENST 496/696	Special Studies
WOMENST 497	Exchange Study
WOMENST 498/798	Independent Study

**APPROVED WOMEN'S AND GENDER STUDIES COURSES IN OTHER DEPARTMENTS**



ANTHROPL 367	Archeology of Women
COM 326/526	Communication and Gender
ENGLISH 266	Gender in Film
ENGLISH 368	American Minority Women Writers <b>GH</b>
ENGLISH 463/663	Nineteenth Century Women Writers
ENGLISH 464/664	Twentieth Century Women Writers
HISTRY 313	Women in American History I; 1600-1875 <b>GH</b>
HISTRY 314	Women in American History II; 1875-Present <b>GH</b>
HISTRY 326/526	Global Women's History, since 1800
HISTRY 361	History of Sexuality
HISTRY 363	From Goddesses to Witches
HISTRY 364	Modern European Women's History
PHILSPHY 381	Philosophy of Gender and Race
PHILSPHY 390/590	Feminist Philosophy
POLISCI 315	Women and American Politics
PSYCH 202	Psychology of Women <b>GS</b>
RELGST 330	Women and Religion
SOCIOLGY 345	Sociology of Gender
SOCIOLGY 379	Women and Crime
SPAN 484	Women Writers of Spain and the Americas

**OTHER APPROVED COURSES**

EDUINDP 212	Working with Children and Families in a Diverse Society
ENGLISH 305	Literature of Disability
POLSCI 331	Disability, Politics and Policy
SPECED 201	Disability in Society <b>diversity</b>
SPECED 376	Medical Aspects of Disability
SOCIOLGY 315	Sociology of Disability
INTERDSPL 494	Disabilities Studies Seminar

**COMPLETE THE CERTIFICATE ONLINE! BELOW IS A LIST OF APPROVED ONLINE COURSES:**

CHICANO/ENG 201	Contemporary Chicano Literature <b>GE/diversity</b>
COMM 424	Cross Cultural Communication
EDFOUND 243	Foundations of Education in a Pluralistic Society
	<b>GI/diversity</b>
HISTORY 124	American History to 1877 <b>GH/diversity</b>
POLISCI 266	Asian Americans in US Politics <b>GE/diversity</b>
RACEETH 285	Asian Americans <b>diversity</b>
SOC 265	Race and Ethnic Relations <b>GS/diversity</b>
SPECED 376	Medical Aspects of Disability
WOMENST 100	Introduction to Women's Studies <b>GE</b>