



Annual Diversity Report

2018-2019 Academic Year

Message from CEDIO

Welcome to the 2018-2019 UW-Whitewater Diversity Report

Collaboration between the Office of Equity, Diversity and Inclusion and the Office of Institutional Research and Planning has resulted in a report that yields a transparent viewpoint of where the institution is, progress made, and the work that remains as we strive to be a campus that espouses equity, diversity and inclusion.

As many of you may know, I started my role with the University in 2018 and I have been extremely vocal to share as much information as possible with not only our campus community, but our alums, and community members as well. The data that this report includes will help our campus reach our goals to be more welcoming, inclusive and intentional that every person matters. Every student, every employee, we all are Warhawks and we all matter. As we continue to live our mantra to inspire, engage, and transform, this report gives us a snapshot of where we are and the direction in which we need to go in the future.

Research informs us that the greater the diversity of an institution, the greater the student engagement, better classroom interaction, employee satisfaction, and career preparation for a global society. UW-Whitewater exists to create an atmosphere where students can engage in activities that prepare them to be vital and contributing members of their communities. We hold dear to the premise of the Wisconsin Idea, the preparation of students to contribute to our great state of Wisconsin, the United States of America, and to the endless possibility of global engagement.

As you thumb through the pages of this report, I hope that you find connections between the data represented and an avenue to strengthen these numbers or have an opportunity to engage in dialogue about them. All of our campus community has an opportunity to contribute to the work of our goals. As indicated in Goal 3, Objective 2 of our strategic plan, “We will continue to create an inclusive campus culture where different perspectives are respected and individuals feel valued”. Everyone is responsible because everyone matters!

~ Dr. Kenny Yarbrough, CEDIO

Fall Enrollment

Fall Enrollment - Ethnicity, International Status, Gender, and Socio-economic Indicators										
Undergraduates										
	2014-15		2015-16		2016-17		2017-18		2018-19	
African American/Black	501	4.6%	472	4.2%	458	4.0%	441	4.0%	416	3.9%
American Indian/Alaskan Native	23	0.2%	19	0.2%	18	0.2%	20	0.2%	22	0.2%
Hispanic/Latino	544	5.0%	636	5.7%	679	6.0%	684	6.1%	693	6.4%
Native Hawaiian/Pacific Islander	7	0.1%	5	0.0%	6	0.1%	5	0.0%	3	0.0%
Southeast Asian	82	0.7%	87	0.8%	90	0.8%	92	0.8%	90	0.8%
Other Asian	104	0.9%	101	0.9%	107	0.9%	107	1.0%	101	0.9%
White/Caucasian	9,181	83.7%	9,118	81.8%	9,338	82.1%	9,119	81.9%	8,818	82.1%
Two or More Races	393	3.6%	573	5.1%	541	4.8%	525	4.7%	474	4.4%
Unknown	10	0.1%	8	0.1%	11	0.1%	12	0.1%	12	0.1%
International	126	1.1%	123	1.1%	132	1.2%	123	1.1%	118	1.1%
Total	10,971	100%	11,142	100%	11,380	100%	11,128	100%	10,747	100%
Women	5,514	50.3%	5,554	49.8%	5,625	49.4%	5,490	49.3%	5,293	49.3%
Underrepresented Minority ¹	1,380	12.6%	1,449	13.0%	1,481	13.0%	1,468	13.2%	1,444	13.4%
First-Generation ²	4,737	43.2%	4,620	41.5%	4,604	40.5%	4,465	40.1%	4,286	39.9%
Federal Pell Grant Recipients ³	3,406	31%	3,315	30%	3,149	28%	3,184	28%	<i>Not available</i>	
Nontraditional Age (25+)	1,041	9.5%	1,037	9.3%	1,011	8.9%	1,021	9.2%	977	9.1%

¹ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

² An undergraduate student neither of whose parents have earned a four-year college/university degree.

³ A federal grant awarded to undergraduate students based on financial need.

Fall Enrollment

Fall Enrollment - Ethnicity, International Status, and Gender										
Graduates										
	2014-15		2015-16		2016-17		2017-18		2018-19	
African American/Black	59	5.0%	74	6.1%	68	5.4%	59	4.5%	55	4.1%
American Indian/Alaskan Native	9	0.8%	6	0.5%	6	0.5%	7	0.5%	5	0.4%
Hispanic/Latino	23	1.9%	26	2.2%	30	2.4%	58	4.5%	63	4.7%
Native Hawaiian/Pacific Islander	3	0.3%	3	0.2%	1	0.1%	3	0.2%		0.0%
Southeast Asian	11	0.9%	10	0.8%	7	0.6%	10	0.8%	14	1.0%
Other Asian	31	2.6%	29	2.4%	33	2.6%	23	1.8%	26	1.9%
White/Caucasian	989	83.2%	1,011	83.6%	1,037	83.1%	1,071	82.3%	1,109	82.9%
Two or More Races	1	0.1%	4	0.3%	12	1.0%	21	1.6%	23	1.7%
Unknown	9	0.8%	3	0.2%		0.0%	3	0.2%	4	0.3%
International	53	4.5%	43	3.6%	54	4.3%	47	3.6%	38	2.8%
Total	1,188	100%	1,209	100%	1,248	100%	1,302	100%	1,337	100%
Women	628	52.9%	661	54.7%	676	54.2%	736	56.5%	758	56.7%
Underrepresented Minority ⁴	103	8.7%	118	9.8%	119	9.5%	154	11.8%	155	11.6%

⁴ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

Fall Enrollment

Fall Enrollment - Ethnicity, International Status, Gender, and Socio-economic Indicators										
New Freshman Class										
	2014-15		2015-16		2016-17		2017-18		2018-19	
African American/Black	86	4.0%	70	3.2%	92	4.1%	99	4.9%	82	4.4%
American Indian/Alaskan Native	5	0.2%	4	0.2%	2	0.1%	8	0.4%	4	0.2%
Hispanic/Latino	136	6.3%	158	7.2%	154	6.9%	142	7.1%	120	6.5%
Native Hawaiian/Pacific Islander	2	0.1%	1	0.0%	1	0.0%	2	0.1%		0.0%
Southeast Asian	13	0.6%	16	0.7%	20	0.9%	18	0.9%	12	0.7%
Other Asian	23	1.1%	16	0.7%	24	1.1%	22	1.1%	16	0.9%
White/Caucasian	1,720	80.0%	1,627	74.3%	1,838	82.8%	1,640	81.4%	1,550	84.1%
Two or More Races	152	7.1%	277	12.7%	65	2.9%	74	3.7%	49	2.7%
Unknown	1	0.0%	1	0.0%	1	0.0%		0.0%		0.0%
International	13	0.6%	19	0.9%	23	1.0%	9	0.4%	10	0.5%
Total	2,151	100%	2,189	100%	2,220	100%	2,014	100%	1,843	100%
Women	1,046	48.6%	1,044	47.7%	1,041	46.9%	954	47.4%	845	45.8%
Underrepresented Minority ⁵	283	13.2%	311	14.2%	313	14.1%	326	16.2%	252	13.7%
First-Generation ⁶	919	42.7%	846	38.6%	895	40.3%	829	41.2%	695	37.7%
Federal Pell Grant Recipients ⁷	614	28.7%	594	27.3%	548	24.7%	589	29.2%	<i>Not available</i>	
Nontraditional Age ⁸	10	0.5%	9	0.4%	12	0.5%	13	0.6%	4	0.2%

⁵ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

⁶ An undergraduate student neither of whose parents have earned a four-year college/university degree.

⁷ A federal grant awarded to undergraduate students based on financial need.

⁸ A student who is 25 years of age or older.

Fall Enrollment

Fall Enrollment - Ethnicity, International Status, Gender, and Socio-economic Indicators										
New Transfer Class										
	2014-15		2015-16		2016-17		2017-18		2018-19	
African American/Black	36	5.1%	34	4.5%	24	3.2%	39	5.4%	30	4.5%
American Indian/Alaskan Native	1	0.1%	2	0.3%		0.0%		0.0%		0.0%
Hispanic/Latino	53	7.5%	39	5.2%	39	5.1%	52	7.2%	55	8.3%
Native Hawaiian/Pacific Islander		0.0%	1	0.1%		0.0%		0.0%		0.0%
Southeast Asian	5	0.7%	3	0.4%	3	0.4%	7	1.0%	4	0.6%
Other Asian	6	0.8%	8	1.1%	4	0.5%	8	1.1%	8	1.2%
White/Caucasian	577	81.7%	628	83.6%	654	86.1%	589	81.8%	541	81.6%
Two or More Races	23	3.3%	23	3.1%	29	3.8%	18	2.5%	19	2.9%
Unknown		0.0%	2	0.3%	3	0.4%	1	0.1%	1	0.2%
International	5	0.7%	11	1.5%	4	0.5%	6	0.8%	5	0.8%
Total	706	100%	751	100%	760	100%	720	100%	663	100%
Women	353	50.0%	389	51.8%	364	47.9%	346	48.1%	330	49.8%
Underrepresented Minority ⁹	112	15.9%	89	11.9%	88	11.6%	108	15.0%	104	15.7%
First-Generation ¹⁰	342	48.4%	385	51.3%	366	48.2%	332	46.1%	319	48.1%
Federal Pell Grant Recipients ¹¹	231	35.3%	206	30.7%	230	30.3%	261	36.3%	<i>Not available</i>	
Nontraditional Age ¹²	102	14.4%	119	15.8%	108	14.2%	112	15.6%	79	11.9%

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Retention Rates

First to Second Year Retention Rates by Fall Cohort										
First-Time Full-Time Freshmen										
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
African American/Black	67.8%	67.2%	67.2%	74.8%	59.3%	75.2%	76.7%	74.3%	58.2%	71.7%
American Indian/Alaskan Native	83.3%	33.3%	50.0%	33.3%	33.3%	100.0%	40.0%	75.0%	50.0%	75.0%
Hispanic/Latino	79.2%	69.0%	65.9%	77.4%	64.2%	75.0%	74.3%	75.6%	74.2%	74.5%
Native Hawaiian/Pacific Islander	60.0%	60.0%	100.0%	50.0%			50.0%			50.0%
Southeast Asian	86.4%	76.5%	89.5%	73.3%	73.9%	86.7%	92.3%	68.8%	95.0%	77.8%
Other Asian	66.7%	68.4%	85.7%	100.0%	90.0%	76.2%	72.7%	62.5%	83.3%	77.3%
White/Caucasian	78.7%	80.3%	78.2%	81.0%	79.1%	81.3%	82.7%	82.2%	79.8%	83.8%
Two or More Races	55.6%	63.3%	66.7%	78.4%	76.6%	72.9%	70.9%	85.1%	71.4%	75.3%
International	87.5%	91.7%	78.6%	80.0%	80.0%	91.7%	100.0%	94.7%	60.9%	77.8%
Women	78.9%	81.3%	78.9%	82.2%	80.0%	83.2%	81.1%	82.5%	79.8%	82.8%
Underrepresented Minority ¹³	73.1%	66.8%	67.6%	76.5%	63.3%	75.9%	75.6%	76.1%	69.7%	73.5%
First-Generation ¹⁴	N/A	77.5%	76.2%	78.4%	72.7%	78.3%	78.6%	81.0%	74.5%	80.8%
Federal Pell Grant Recipients ¹⁵	76.5%	71.8%	70.1%	79.2%	71.9%	76.6%	78.7%	77.8%	75.1%	78.8%

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¹⁵ A federal grant awarded to undergraduate students based on financial need.

Graduation Rates

Four-Year Graduation Rates by Fall Cohort							
First-Time Full-Time Freshmen							
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
African American/Black	11.0%	9.0%	5.0%	8.7%	6.7%	14.7%	9.3%
American Indian/Alaskan Native	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	20.0%
Hispanic/Latino	25.0%	19.0%	15.3%	28.6%	15.6%	24.0%	23.5%
Native Hawaiian/Pacific Islander	40.0%	60.0%	0.0%	0.0%			50.0%
Southeast Asian	9.1%	0.0%	21.1%	13.3%	8.7%	20.0%	7.7%
Other Asian	33.3%	15.8%	42.9%	50.0%	25.0%	47.6%	22.7%
White/Caucasian	28.1%	30.1%	31.6%	33.8%	34.7%	38.7%	41.8%
Two or More Races	11.1%	23.3%	18.2%	27.3%	17.2%	18.6%	30.5%
International	37.5%	50.0%	35.7%	50.0%	53.3%	50.0%	30.8%
Women	29.2%	31.0%	33.2%	36.1%	36.8%	40.5%	42.8%
Underrepresented Minority ¹⁶	13.9%	12.1%	10.4%	20.7%	10.7%	20.1%	19.4%
First-Generation ¹⁷	N/A	27.5%	27.4%	28.9%	26.3%	33.8%	33.2%
Federal Pell Grant Recipients ¹⁸	19.3%	18.4%	20.1%	24.0%	23.1%	26.8%	28.5%

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¹⁷ An undergraduate student neither of whose parents have earned a four-year college/university degree.

¹⁸ A federal grant awarded to undergraduate students based on financial need.

Graduation Rates

Six-Year Graduation Rates by Cohort							
First-Time Full-Time Freshmen							
	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
African American/Black	39.4%	22.3%	37.3%	27.9%	31.1%	37.9%	33.3%
American Indian/Alaskan Native	50.0%	42.9%	16.7%	0.0%	50.0%	33.3%	33.3%
Hispanic/Latino	53.8%	46.7%	52.1%	48.3%	43.5%	54.8%	36.7%
Native Hawaiian/Pacific Islander			60.0%	60.0%	100.0%	50.0%	
Southeast Asian	37.5%	41.2%	77.3%	52.9%	42.1%	40.0%	47.8%
Other Asian	38.1%	36.8%	38.9%	47.4%	57.1%	83.3%	55.0%
White/Caucasian	59.8%	57.5%	59.4%	63.5%	60.5%	63.5%	62.0%
Two or More Races			22.2%	50.0%	39.4%	62.5%	40.6%
International	37.5%	64.7%	62.5%	75.0%	42.9%	70.0%	66.7%
Women	61.2%	58.2%	60.6%	65.0%	61.5%	65.3%	62.4%
Underrepresented Minority ¹⁹	44.2%	31.0%	44.3%	36.8%	37.2%	51.2%	35.4%
First-Generation ²⁰	N/A	N/A	N/A	57.0%	54.6%	58.1%	52.6%
Federal Pell Grant Recipients ²¹	48.3%	41.0%	51.7%	47.9%	45.8%	54.0%	49.9%

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²¹ A federal grant awarded to undergraduate students based on financial need.

College Profiles

College of Arts and Communication											
Fall Enrollment - Ethnicity, International Status, and Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ²²	74	12.0%	80	12.8%	74	12.5%	66	11.5%	82	14.1%
	Non-URM	541	87.7%	541	86.8%	516	87.2%	507	88.0%	495	85.3%
	International	2	0.3%	2	0.3%	2	0.3%	3	0.5%	4	0.7%
	Sub-total	617	54.0%	623	54.2%	592	53.7%	576	53.3%	581	50.2%
Men	URM	80	15.2%	82	15.6%	78	15.3%	84	16.7%	102	17.7%
	Non-URM	445	84.6%	444	84.4%	431	84.5%	419	83.1%	471	81.8%
	International	1	0.2%		0.0%	1	0.2%	1	0.2%	3	0.5%
	Sub-total	526	46.0%	526	45.8%	510	46.3%	504	46.7%	576	49.8%
Total		1,143	100%	1,149	100%	1,102	100%	1,080	100%	1,157	100%
% Women			54.0%		54.2%		53.7%		53.3%		50.2%
% URM			13.5%		14.1%		13.8%		13.9%		15.8%
African American/Black		56	4.9%	64	5.6%	54	4.9%	47	4.4%	54	4.7%
Hispanic/Latino		70	6.1%	64	5.6%	66	6.0%	70	6.5%	81	6.9%
American Indian/Alaskan Native		2	0.2%	2	0.2%	3	0.3%	2	0.2%	3	0.3%
Southeast Asian		5	0.4%	7	0.6%	9	0.8%	8	0.7%	15	1.3%
Other Asian		6	0.5%	4	0.3%	6	0.5%	10	0.9%	9	0.8%
Native Hawaiian/Pacific Islander		1	0.1%	1	0.1%	3	0.3%	1	0.1%	1	0.1%
White/Caucasian		958	83.8%	947	82.4%	908	82.4%	880	81.5%	922	79.8%
International		3	0.3%	2	0.2%	3	0.3%	4	0.4%	7	0.6%
Two or More Races		40	3.5%	58	5.0%	50	4.5%	58	5.4%	65	5.6%
Unknown		2	0.2%		0.0%		0.0%		0.0%		0.0%
Total		1,143	100%	1,149	100%	1,102	100%	1,080	100%	1,157	100%

²² A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

College Profiles

College of Business and Economics											
Fall Enrollment - Ethnicity, International Status, Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ²³	159	13.1%	151	11.8%	161	12.0%	175	13.0%	181	13.9%
	Non-URM	1,033	85.3%	1,108	86.7%	1,155	86.1%	1,146	85.4%	1,098	84.4%
	International	19	1.6%	19	1.5%	26	1.9%	21	1.6%	22	1.7%
	Sub-total	1,211	32.9%	1,278	32.7%	1,342	32.5%	1,342	32.6%	1,301	32.6%
Men	URM	206	8.3%	230	8.7%	268	9.6%	279	10.1%	268	10.0%
	Non-URM	2,235	90.5%	2,378	90.5%	2,496	89.4%	2,472	89.3%	2,399	89.3%
	International	28	1.1%	21	0.8%	27	1.0%	18	0.7%	19	0.7%
	Sub-total	2,469	67.1%	2,629	67.3%	2,791	67.5%	2,769	67.4%	2,686	67.4%
Total		3,680	100%	3,907	100%	4,133	100%	4,111	100%	3,987	100%
% Women		32.9%		32.7%		32.5%		32.6%		32.6%	
% URM		9.9%		9.8%		10.4%		11.0%		11.3%	
African American/Black		117	3.2%	107	2.7%	106	2.6%	100	2.4%	100	2.5%
Hispanic/Latino		147	4.0%	181	4.6%	217	5.3%	250	6.1%	241	6.0%
American Indian/Alaskan Native		10	0.3%	5	0.1%	5	0.1%	7	0.2%	6	0.2%
Southeast Asian		33	0.9%	25	0.6%	34	0.8%	35	0.9%	36	0.9%
Other Asian		35	1.0%	35	0.9%	38	0.9%	38	0.9%	39	1.0%
Native Hawaiian/Pacific Islander		2	0.1%	2	0.1%	2	0.0%	2	0.0%	1	0.0%
White/Caucasian		3,164	86.0%	3,291	84.2%	3,469	83.9%	3,446	83.8%	3,347	83.9%
International		47	1.3%	40	1.0%	53	1.3%	39	0.9%	41	1.0%
Two or More Races		124	3.4%	220	5.6%	205	5.0%	189	4.6%	170	4.3%
Unknown		1	0.0%	1	0.0%	4	0.1%	5	0.1%	6	0.2%
Total		3,680	100%	3,907	100%	4,133	100%	4,111	100%	3,987	100%

²³ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

College Profiles

College of Education and Professional Studies											
Fall Enrollment - Ethnicity, International Status, Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ²⁴	95	7.6%	86	7.2%	88	7.2%	97	8.1%	115	9.6%
	Non-URM	1,147	92.4%	1,112	92.8%	1,129	92.8%	1,094	91.7%	1,079	90.2%
	International		0.0%		0.0%		0.0%	2	0.2%	2	0.2%
	Sub-total	1,242	73.9%	1,198	73.8%	1,217	75.4%	1,193	75.5%	1,196	77.3%
Men	URM	64	14.6%	71	16.7%	61	15.4%	64	16.5%	58	16.5%
	Non-URM	371	84.7%	353	82.9%	334	84.3%	321	82.9%	292	83.0%
	International	3	0.7%	2	0.5%	1	0.3%	2	0.5%	2	0.6%
	Sub-total	438	26.1%	426	26.2%	396	24.5%	387	24.5%	352	22.7%
Total		1,681	100%	1,625	100%	1,614	100%	1,580	100%	1,548	100%
% Women			73.9%		73.8%		75.5%		75.5%		77.3%
% URM			9.5%		9.7%		9.2%		10.2%		11.2%
African American/Black		45	2.7%	51	3.1%	45	2.8%	46	2.9%	53	3.4%
Hispanic/Latino		74	4.4%	76	4.7%	77	4.8%	78	4.9%	82	5.3%
American Indian/Alaskan Native		3	0.2%	4	0.2%	2	0.1%	1	0.1%	5	0.3%
Southeast Asian		5	0.3%	2	0.1%	3	0.2%	7	0.4%	10	0.6%
Other Asian		13	0.8%	15	0.9%	13	0.8%	16	1.0%	10	0.6%
Native Hawaiian/Pacific Islander			0.0%		0.0%		0.0%		0.0%	1	0.1%
White/Caucasian		1,490	88.7%	1,393	85.8%	1,395	86.5%	1,349	85.4%	1,314	84.9%
International		3	0.2%	2	0.1%	1	0.1%	4	0.3%	4	0.3%
Two or More Races		46	2.7%	79	4.9%	75	4.6%	77	4.9%	68	4.4%
Unknown		1	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%
Total		1,681	100%	1,625	100%	1,614	100%	1,580	100%	1,548	100%

²⁴ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

College Profiles

College of Letters and Science											
Fall Enrollment - Ethnicity, International Status, Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM	348	18.2%	346	18.5%	362	19.0%	337	18.6%	298	17.7%
	Non-URM	1,559	81.3%	1,513	80.7%	1,532	80.3%	1,460	80.8%	1,371	81.5%
	International	10	0.5%	16	0.9%	15	0.8%	11	0.6%	14	0.8%
	Total	1,917	55.8%	1,875	55.6%	1,909	54.9%	1,808	54.7%	1,683	54.0%
Men	URM	239	15.7%	257	17.2%	253	16.2%	240	16.0%	234	16.3%
	Non-URM	1,265	83.3%	1,222	81.6%	1,289	82.4%	1,238	82.5%	1,186	82.6%
	International	14	0.9%	20	1.3%	24	1.5%	22	1.5%	15	1.0%
	Total	1,518	44.2%	1,498	44.4%	1,564	45.0%	1,500	45.3%	1,435	46.0%
Total		3,435		3,374		3,475		3,308		3,118	
% Women			55.8%		55.6%		54.9%		54.7%		54.0%
% URM			17.1%		17.9%		17.7%		17.4%		17.1%
African American/Black		239	7.0%	216	6.4%	219	6.3%	204	6.2%	173	5.5%
Hispanic/Latino		214	6.2%	238	7.1%	258	7.4%	238	7.2%	243	7.8%
American Indian/Alaskan Native		8	0.2%	7	0.2%	6	0.2%	6	0.2%	6	0.2%
Southeast Asian		29	0.8%	43	1.3%	31	0.9%	36	1.1%	25	0.8%
Other Asian		34	1.0%	38	1.1%	35	1.0%	32	1.0%	31	1.0%
Native Hawaiian/Pacific Islander		2	0.1%	1	0.0%		0.0%	1	0.0%		0.0%
White/Caucasian		2,746	79.9%	2,624	77.8%	2,708	77.9%	2,587	78.2%	2,462	79.0%
International		24	0.7%	36	1.1%	39	1.1%	33	1.0%	29	0.9%
Two or More Races		136	4.0%	168	5.0%	176	5.1%	169	5.1%	148	4.7%
Unknown		3	0.1%	3	0.1%	3	0.1%	2	0.1%	1	0.0%
Total		3,435		3,374		3,475		3,308		3,118	

College Profiles

Interdisciplinary											
Fall Enrollment - Ethnicity, International Status, Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ²⁵		0.0%	3	15.0%	5	25.0%	5	22.7%	1	7.1%
	Non-URM	20	100.0%	15	75.0%	14	70.0%	16	72.7%	12	85.7%
	International		0.0%	2	10.0%	1	5.0%	1	4.5%	1	7.1%
	Sub-total	20	30.8%	20	35.1%	20	40.0%	22	43.1%	14	36.8%
Men	URM	6	13.3%	2	5.4%	2	6.7%	4	13.8%	2	8.3%
	Non-URM	39	86.7%	35	94.6%	28	93.3%	25	86.2%	22	91.7%
	Sub-total	45	69.2%	37	64.9%	30	60.0%	29	56.9%	24	63.2%
Total		65	100%	57	100%	50	100%	51	100%	38	100%
% Women			30.8%		35.1%		40.0%		43.1%		36.8%
% URM			9.2%		8.8%		14.0%		17.6%		7.9%
African American/Black		3	4.6%	3	5.3%	1	2.0%	1	2.0%		0.0%
Hispanic/Latino			0.0%	1	1.8%	3	6.0%	5	9.8%	3	7.9%
Southeast Asian		1	1.5%		0.0%		0.0%		0.0%		0.0%
Other Asian		1	1.5%		0.0%		0.0%	1	2.0%		0.0%
White/Caucasian		57	87.7%	50	87.7%	41	82.0%	37	72.5%	32	84.2%
International			0.0%	2	3.5%	1	2.0%	1	2.0%	1	2.6%
Two or More Races		3	4.6%	1	1.8%	4	8.0%	6	11.8%	2	5.3%
Total		65	100%	57	100%	50	100%	51	100%	38	100%

²⁵ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

College Profiles

Undeclared											
Fall Enrollment - Ethnicity, International Status, Gender											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ²⁶	45	14.1%	52	16.0%	48	18.2%	44	15.7%	36	15.7%
	Non-URM	272	85.3%	271	83.4%	214	81.1%	236	84.3%	193	84.3%
	International	2	0.6%	2	0.6%	2	0.8%		0.0%		0.0%
	Sub-total	319	49.7%	325	52.4%	264	46.6%	280	51.5%	229	52.3%
Men	URM	63	19.5%	60	20.3%	57	18.8%	57	21.6%	38	18.2%
	Non-URM	260	80.5%	234	79.3%	244	80.5%	204	77.3%	170	81.3%
	International		0.0%	1	0.3%	2	0.7%	3	1.1%	1	0.5%
	Sub-total	323	50.3%	295	47.6%	303	53.4%	264	48.5%	209	47.7%
Total		642	100%	620	100%	567	100%	544	100%	438	100%
% Women			49.7%		52.4%		46.6%		51.5%		52.3%
% URM			16.8%		18.1%		18.5%		18.6%		16.9%
African American/Black		40	6.2%	30	4.8%	30	5.3%	39	7.2%	28	6.4%
Hispanic/Latino		38	5.9%	52	8.4%	41	7.2%	30	5.5%	25	5.7%
American Indian/Alaskan Native			0.0%		0.0%	1	0.2%	3	0.6%	2	0.5%
Southeast Asian		9	1.4%	10	1.6%	11	1.9%	10	1.8%	7	1.6%
Other Asian		3	0.5%	1	0.2%	6	1.1%	9	1.7%	5	1.1%
Native Hawaiian/Pacific Islander		1	0.2%	1	0.2%		0.0%	1	0.2%		0.0%
White/Caucasian		516	80.4%	482	77.7%	444	78.3%	427	78.5%	354	80.8%
International		2	0.3%	3	0.5%	4	0.7%	3	0.6%	1	0.2%
Two or More Races		32	5.0%	41	6.6%	30	5.3%	22	4.0%	15	3.4%
Unknown		1	0.2%		0.0%		0.0%		0.0%	1	0.2%
Total		642	100%	620	100%	567	100%	544	100%	438	100%

²⁶ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

Degrees Awarded

Degrees Awarded - Ethnicity, International Status, Gender, and Socio-economic Indicators										
Bachelor's Degrees										
	2013-14		2014-15		2015-16		2016-17		2017-18	
African American/Black	69	3.2%	65	3.0%	78	3.5%	78	3.5%	88	4.0%
American Indian/Alaskan Native	3	0.1%	4	0.2%	8	0.4%	5	0.2%	2	0.1%
Hispanic/Latino	68	3.2%	86	4.0%	89	4.0%	105	4.8%	89	4.0%
Native Hawaiian/Pacific Islander	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%
Southeast Asian	25	1.2%	16	0.7%	6	0.3%	20	0.9%	16	0.7%
Other Asian	10	0.5%	17	0.8%	17	0.8%	23	1.0%	17	0.8%
White/Caucasian	1,906	89.3%	1,893	88.0%	1,926	87.3%	1,902	86.5%	1,924	86.4%
Two or More Races	26	1.2%	41	1.9%	60	2.7%	43	2.0%	71	3.2%
Unknown	6	0.3%	5	0.2%	1	0.0%		0.0%	3	0.1%
International	20	0.9%	23	1.1%	21	1.0%	22	1.0%	14	0.6%
Total	2,134	100%	2,151	100%	2,207	100%	2,199	100%	2,226	100%
Women	1,134	53.1%	1,117	51.9%	1,167	52.9%	1,121	51.0%	1,166	52.4%
Underrepresented Minority ²⁷	183	8.6%	207	9.6%	229	10.4%	243	11.1%	226	10.2%
First-Generation ²⁸	22	1.0%	78	3.6%	259	11.7%	595	27.1%	825	37.1%

²⁷ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

²⁸ An undergraduate student neither of whose parents have earned a four-year college/university degree.

Degrees Awarded

Degrees Awarded - Ethnicity, International Status, Gender, and Socio-economic Indicators										
Master's and Education Specialist Degrees										
	2013-14		2014-15		2015-16		2016-17		2017-18	
African American/Black	18	4.1%	15	3.6%	22	5.5%	20	4.8%	23	5.6%
American Indian/Alaskan Native	0	0.0%	4	1.0%	1	0.2%	3	0.7%	3	0.7%
Hispanic/Latino	15	3.4%	9	2.2%	10	2.5%	5	1.2%	12	2.9%
Native Hawaiian/Pacific Islander	2	0.5%	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Southeast Asian	3	0.7%	4	1.0%	6	1.5%	4	1.0%	1	0.2%
Other Asian	7	1.6%	10	2.4%	7	1.7%	9	2.2%	7	1.7%
White/Caucasian	322	73.5%	343	82.3%	332	82.8%	355	85.3%	345	84.4%
Two or More Races	1	0.2%	1	0.2%	1	0.2%	4	1.0%	7	1.7%
Unknown	7	1.6%	4	1.0%	3	0.7%		0.0%		0.0%
International	63	14.4%	26	6.2%	18	4.5%	15	3.6%	10	2.4%
Total	438	100%	417	100%	401	100%	416	100%	409	100%
Women	222	50.7%	210	50.4%	208	51.9%	215	51.7%	223	54.5%
Underrepresented Minority ²⁹	36	8.2%	33	7.9%	40	10.0%	33	7.9%	44	10.8%
First-Generation ³⁰	0	0.0%	0	0.0%	1	0.2%	8	1.9%	26	6.4%

²⁹ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

³⁰ An undergraduate student neither of whose parents have earned a four-year college/university degree.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
Faculty										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	57	15.5%	56	15.9%	60	16.8%	69	18.5%	72	19.6%
Black, Non-Hispanic	12	3.3%	12	3.4%	12	3.4%	11	2.9%	11	3.0%
Hawaiian or Pacific Islander	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Hispanic	9	2.5%	10	2.8%	13	3.6%	13	3.5%	13	3.5%
Native American	2	0.5%	2	0.6%	2	0.6%	1	0.3%	1	0.3%
Two or More Races	3	0.8%	4	1.1%	4	1.1%	7	1.9%	5	1.4%
White, Non-Hispanic	271	73.8%	257	73.0%	257	72.0%	269	72.1%	262	71.2%
Unknown	11	3.0%	10	2.8%	9	2.5%	3	0.8%	4	1.1%
Total	367	100%	352	100%	357	100%	373	100%	368	100%
Women	168	45.8%	169	48.0%	176	49.3%	186	49.9%	185	50.3%
Full-Time ³¹	363	98.9%	348	98.9%	348	97.5%	370	99.2%	363	98.6%

³¹ Full-time status is a position budgeted for 40 hours a week.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
Instructional Academic Staff										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	9	3.7%	12	5.1%	14	5.5%	11	4.2%	9	3.2%
Black, Non-Hispanic	9	3.7%	11	4.6%	12	4.7%	17	6.5%	14	5.0%
Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	2.0%	4	1.7%	4	1.6%	3	1.1%	6	2.1%
Native American	1	0.4%	1	0.4%	2	0.8%	1	0.4%	1	0.4%
Two or More Races	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%
White, Non-Hispanic	211	85.8%	200	84.4%	212	83.5%	230	87.5%	246	87.9%
Unknown	11	4.5%	9	3.8%	9	3.5%	1	0.4%	4	1.4%
Total	246	100%	237	100%	254	100%	263	100%	280	100%
Women	136	55.3%	130	54.9%	141	55.5%	153	58.2%	158	56.4%
Full-Time ³²	125	50.8%	124	52.3%	134	52.8%	132	50.2%	133	47.5%

³² Full-time status is a position budgeted for 40 hours a week.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
Other Academic Staff										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	6	2.3%	6	2.3%	6	2.1%	7	2.3%	6	1.9%
Black, Non-Hispanic	11	4.2%	11	4.2%	10	3.5%	13	4.3%	11	3.6%
Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%
Hispanic	9	3.4%	11	4.2%	9	3.2%	11	3.7%	7	2.3%
Native American	1	0.4%	1	0.4%	1	0.4%	1	0.3%	1	0.3%
Two or More Races	1	0.4%	2	0.8%	2	0.7%	1	0.3%	4	1.3%
White, Non-Hispanic	227	86.6%	226	85.6%	247	87.0%	266	89.0%	273	88.3%
Unknown	7	2.7%	7	2.7%	9	3.2%	0	0.0%	6	1.9%
Total	262	100%	264	100%	284	100%	299	100%	309	100%
Women	161	61.5%	165	62.5%	170	59.9%	177	59.2%	186	60.2%
Full-Time ³³	227	86.6%	230	87.1%	245	86.3%	247	82.6%	266	86.1%

³³ Full-time status is a position budgeted for 40 hours a week.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
University Staff										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	2	0.5%	1	0.3%	2	0.6%	2	0.6%	1	0.3%
Black, Non-Hispanic	5	1.3%	4	1.1%	5	1.4%	5	1.4%	5	1.5%
Hawaiian or Pacific Islander	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	4	1.0%	9	2.5%	10	2.8%	13	3.7%	17	5.0%
Native American	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Two or More Races	0	0.0%	2	0.6%	3	0.8%	2	0.6%	3	0.9%
White, Non-Hispanic	361	92.1%	322	89.7%	321	90.4%	327	92.9%	310	90.4%
Unknown	18	4.6%	20	5.6%	13	3.7%	2	0.6%	6	1.7%
Total	392	100%	359	100%	355	100%	352	100%	343	100%
Women	223	56.9%	201	56.0%	199	56.1%	199	56.5%	199	58.0%
Full-Time ³⁴	360	91.8%	333	92.8%	327	92.1%	328	93.2%	326	95.0%

³⁴ Full-time status is a position budgeted for 40 hours a week.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
Limited Appointment										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	0	0.0%	3	7.9%	2	5.6%	2	5.3%	3	7.1%
Black, Non-Hispanic	2	5.4%	1	2.6%	1	2.8%	4	10.5%	4	9.5%
Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	1	2.7%	1	2.6%	2	5.6%	1	2.6%	0	0.0%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White, Non-Hispanic	34	91.9%	33	86.8%	31	86.1%	31	81.6%	35	83.3%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	37	100%	38	100%	36	100%	38	100%	42	100%
Women	16	43.2%	16	42.1%	15	41.7%	17	44.7%	19	45.2%
Full-Time ³⁵	36	97.3%	37	97.4%	34	94.4%	35	92.1%	40	95.2%

³⁵ Full-time status is a position budgeted for 40 hours a week.

Faculty and Staff

Employees - Ethnicity, International Status and Gender										
Graduate Assistants										
	2014-15		2015-16		2016-17		2017-18		2018-19	
Asian	6	7.2%	4	4.9%	4	5.1%	9	10.8%	9	9.7%
Black, Non-Hispanic	4	4.8%	6	7.4%	9	11.5%	12	14.5%	11	11.8%
Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	4	4.8%	4	4.9%	1	1.3%	5	6.0%	5	5.4%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%
Two or More Races	0	0.0%	1	1.2%	1	1.3%	1	1.2%	0	0.0%
White, Non-Hispanic	57	68.7%	48	59.3%	49	62.8%	54	65.1%	62	66.7%
Unknown	12	14.5%	18	22.2%	14	17.9%	2	2.4%	5	5.4%
Total	83	100%	81	100%	78	100%	83	100%	93	100%
Women	58	69.9%	55	67.9%	54	69.2%	57	68.7%	60	64.5%
Full-Time ³⁶	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

³⁶ Full-time status is a position budgeted for 40 hours a week.

High Impact Practices (HIPs)

University Honors Program											
High Impact Practices (HIPS) – Gender and Underrepresented Minority Status											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ³⁷	23	7.7%	22	7.0%	27	8.0%	25	7.4%	25	7.8%
	Non-URM	275	92.0%	292	92.7%	309	92.0%	311	92.6%	297	92.2%
	International	1	0.3%	1	0.3%		0.0%		0.0%		0.0%
	Sub-total	299	67.2%	315	68.8%	336	70.0%	336	65.5%	322	64.7%
Men	URM	11	7.5%	13	9.1%	8	5.6%	8	4.5%	6	3.4%
	Non-URM	135	92.5%	130	90.9%	134	93.1%	166	93.8%	166	94.3%
	International		0.0%		0.0%	2	1.4%	3	1.7%	4	2.3%
	Sub-total	146	32.8%	143	31.2%	144	30.0%	177	34.5%	176	35.3%
Total		445		458		480		513		498	
% Women			67.2%		68.8%		70.0%		65.5%		64.7%
% URM			7.6%		7.6%		7.3%		6.4%		6.2%

³⁷ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

High Impact Practices (HIPs)

Learning Communities											
High Impact Practices (HIPS) - Gender and Underrepresented Minority Status											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ³⁸	50	14.7%	46	16.1%	70	21.6%	64	21.8%	62	20.9%
	Non-URM	288	85.0%	238	83.2%	253	78.1%	230	78.2%	234	79.1%
	International	1	0.3%	2	0.7%	1	0.3%		0.0%		0.0%
	Sub-total	339	54.2%	286	47.4%	324	48.6%	294	49.7%	296	50.0%
Men	URM	52	18.1%	59	18.6%	59	17.3%	71	23.9%	30	10.1%
	Non-URM	234	81.5%	257	81.1%	281	82.2%	226	76.1%	265	89.5%
	International	1	0.3%	1	0.3%	2	0.6%		0.0%	1	0.3%
	Sub-total	287	45.8%	317	52.6%	342	51.4%	297	50.3%	296	50.0%
Total		626		603		666		591		592	
% Women			54.2%		47.4%		48.6%		49.7%		50.0%
% URM			16.3%		17.4%		19.4%		22.8%		15.5%

³⁸ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

High Impact Practices (HIPs)

New Student Seminar											
High Impact Practices (HIPs) - Gender and Underrepresented Minority Status											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ³⁹	134	13.5%	139	13.9%	158	16.4%	143	16.0%	141	17.3%
	Non-URM	851	86.0%	853	85.4%	799	83.1%	745	83.6%	671	82.1%
	International	4	0.4%	7	0.7%	4	0.4%	3	0.3%	5	0.6%
	Sub-total	989	51.1%	999	47.4%	961	46.2%	891	46.6%	817	46.6%
Men	URM	139	14.7%	158	14.2%	142	12.7%	175	17.2%	115	12.3%
	Non-URM	797	84.2%	943	85.0%	968	86.4%	839	82.3%	820	87.5%
	International	11	1.2%	8	0.7%	11	1.0%	6	0.6%	2	0.2%
	Sub-total	947	48.9%	1,109	52.6%	1,121	53.8%	1,020	53.4%	937	53.4%
Total		1,936		2,108		2,082		1,911		1,754	
% Women			51.1%		47.4%		46.2%		46.6%		46.6%
% URM			14.1%		14.1%		14.4%		16.6%		14.6%

³⁹ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

High Impact Practices (HIPs)

Study Away											
High Impact Practices (HIPs) - Gender and Underrepresented Minority Status											
Undergraduates											
		2014-15		2015-16		2016-17		2017-18		2018-19	
Women	URM ⁴⁰	38	20.1%	43	21.3%	42	18.0%	33	19.1%		
	Non-URM	151	79.9%	158	78.2%	191	82.0%	140	80.9%		
	International		0.0%	1	0.5%		0.0%		0.0%		
	Sub-total	189	73.8%	202	74.3%	233	73.0%	173	66.5%		
Men	URM	11	16.4%	19	27.1%	21	24.4%	15	17.2%		
	Non-URM	55	82.1%	50	71.4%	64	74.4%	72	82.8%		
	International	1	1.5%	1	1.4%	1	1.2%		0.0%		
	Sub-total	67	26.2%	70	25.7%	86	27.0%	87	33.5%		
Total		256		272		319		260			
% Women			73.8%		74.3%		73.0%		66.5%		
% URM			19.1%		22.8%		19.7%		18.5%		

⁴⁰ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

High Impact Practices (HIPs)

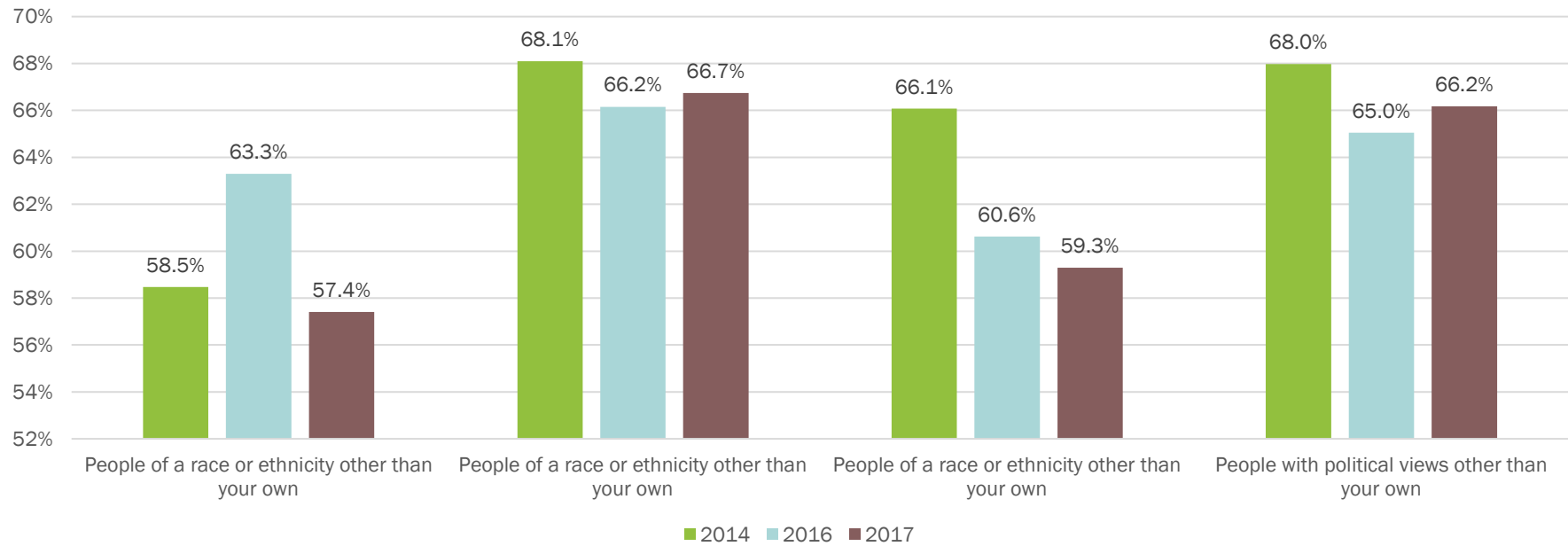
Undergraduate Research										
High Impact Practices (HIPs) - Gender and Underrepresented Minority Status										
Undergraduates										
		2014-15		2015-16		2016-17		2017-18		2018-19
Women	URM ⁴¹	28	20.6%	28	21.7%	21	13.8%	21	13.9%	
	Non-URM	107	78.7%	97	75.2%	130	85.5%	130	86.1%	
	International	1	0.7%	4	3.1%	1	0.7%		0.0%	
	Sub-total	136	56.4%	129	62.9%	152	62.0%	151	63.2%	
Men	URM	16	15.2%	14	18.4%	11	11.8%	14	15.9%	
	Non-URM	88	83.8%	59	77.6%	77	82.8%	70	79.5%	
	International	1	1.0%	3	3.9%	5	5.4%	4	4.5%	
	Sub-total	105	43.6%	76	37.1%	93	38.0%	88	36.8%	
Total		241		205		245		239		
% Women			56.4%		62.9%		62.0%		63.2%	
% URM			18.3%		20.5%		13.1%		14.6%	

⁴¹ A student who indicates a race/ethnicity of African American/Black, American Indian, Hispanic/Latino(a), or Southeast Asian, either alone or in combination with other races/ethnicities.

University Surveys

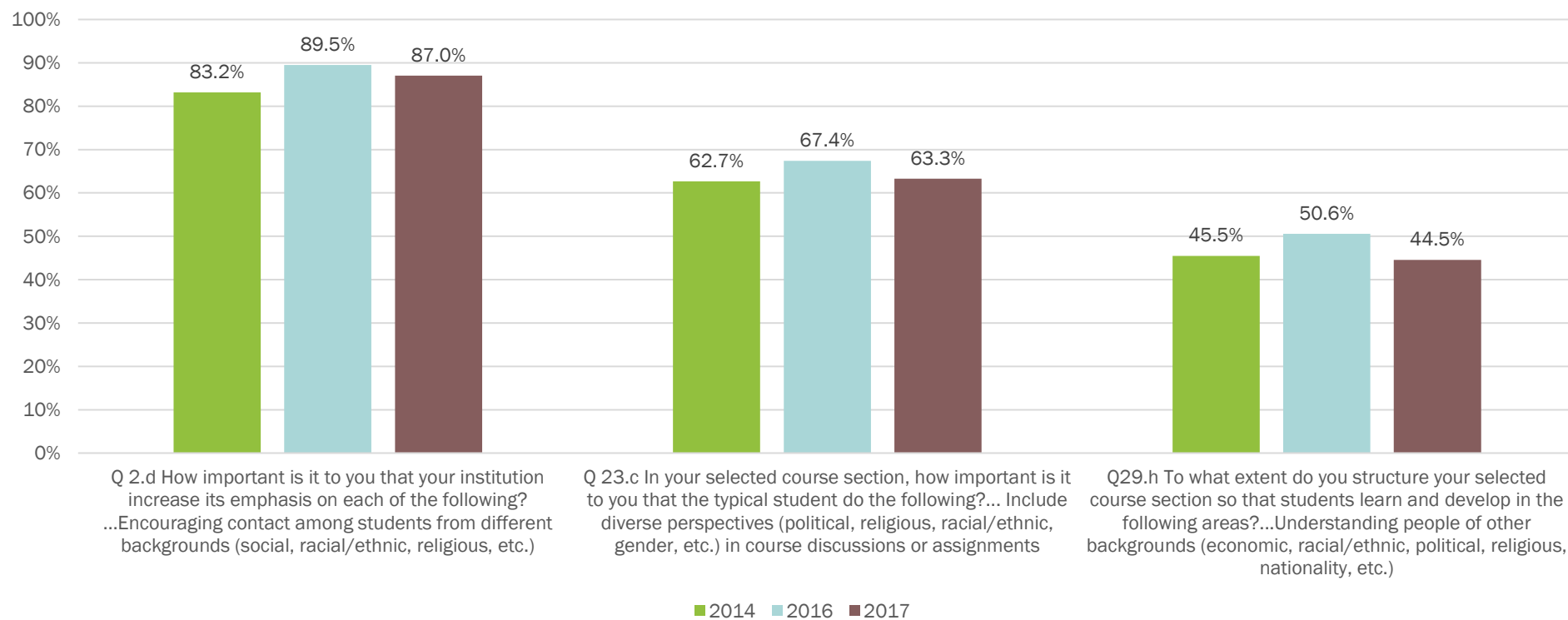
National Survey of Student Engagement - Senior Respondents

Q8: During the current school year, about how often have you had discussions with people from the following groups?



University Surveys

Faculty Survey of Student Engagement *Percentage of Respondents*



Accomplishments

- ❖ In 2018-2019, UW-Whitewater more than doubled the benefit amount for students who receive the UW-Whitewater King/Chavez scholarship for underserved students.
- ❖ In 2018, UW-Whitewater hired Kenny E. Yarbrough as UW-Whitewater's Chief Equity, Diversity and Inclusion Officer.
- ❖ Starting Fall 2018, UWW-TV began providing real-time closed captioning services for all live events broadcast on the campus cable television channel. This makes UWW-TV fully compliant with Section 508 of the American Disabilities Act.
- ❖ UW-Whitewater updated their Hate Bias Response Team and the procedure for reporting incidents of hate, bias, discrimination, retaliation or harassment.
- ❖ In Fall 2018, UW-Whitewater established College Diversity Coordinators. Faculty in these roles will receive reassigned time to work on equity, diversity and inclusion initiatives within the colleges.
- ❖ In 2018 UW-Whitewater held alumni focus groups whose role is to provide ongoing support and assistance to campus in response to outreach to alumni of color.
- ❖ In 2018, the UW-Whitewater STEER program received the Governor's State Council on Affirmative Action's Ann Lydecker Award. STEER is a one-week non-residential camp that provides primarily low-income middle school students with educational opportunities and experiences for success in STEM.
- ❖ In 2018 UW-Whitewater created the Diversity Trail Blazer Award to recognize UWW Faculty and Staff whose important work in diversity and inclusion led the way for others to follow.
- ❖ In 2019, UW-Whitewater continued a tradition of celebrating awareness months with powerful, relevant programming. For example, UW-Whitewater celebrated its first university-wide Black History Month activity with a Pictorial Project entitled: "What Black History Means to Me," and held the 1st Black History Soul Food Luncheon. Additionally, UW-Whitewater observed Women's History Month with a pictorial project entitled "I, Too, Am A Warhawk" featuring female students, faculty and staff, and sponsored the first Women's Empowerment Expo.
- ❖ UW-Whitewater successfully completed 32 immigration cases in 2018.
- ❖ The Human Resources department at UW-Whitewater implemented several new programs in 2018-2019 designed to support a diverse employee complement throughout the lifecycle of employees on campus. These include programs such as mandatory training programs for search and screen committee members, a confidential employee assistance program, and inclusive onboard orientation training for new employees.
- ❖ UW-Whitewater received a 4 out of 5 stars on the Campus Pride Index, an overall index of institutional commitment to LGBTQ-inclusive policy, program, and practice.
- ❖ In 2019, UW-Whitewater, in conjunction with the Great Lakes Intertribal Council, has been working to create an acknowledgement statement for the tribal lands which the University is located upon.