Wisconsin Partnership Program
Diversity, Equity, and Inclusion Policy

BACKGROUND

The **University of Wisconsin-Madison’s Institutional Statement on Diversity**: Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.

The University of Wisconsin–Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background — people who as students, faculty, and staff serve Wisconsin and the world.

The **Wisconsin Partnership Program**, within the University of Wisconsin School of Medicine and Public Health, and through the Oversight and Advisory Committee (OAC) and the Partnership Education and Research Committee (PERC), is committed to improving health and health care and advancing health equity in Wisconsin through investments in community partnerships, education, and research. The work of Wisconsin Partnership Program (WPP) and its grantees touches all corners of the state, across a wide range of health challenges, communities, populations, and geographic areas.

DEFINITIONS

**Diversity**: Diversity embodies acceptance, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in equity. In this context, we are mindful of all aspects of human likeness and differences, such as race, ethnicity, sex, gender identity, sexual orientation, socioeconomic status, religion, language, nationality, geography, disability, age, and other factors.

**Equity**: Equity is just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.

**Health Equity**: The Wisconsin Partnership Program defines health equity as the attainment of the highest level of health for all people. This requires addressing obstacles to health, such as poverty and discrimination and their consequences, including lack of access to quality employment, education, housing, health care, safe environments, and other factors.

**Inclusion**: Inclusion, a core element of successfully achieving diversity, is the intentional process of creating an environment that acknowledges, welcomes, fosters belonging, respects, values, and supports all individuals and their unique qualities.

POLICY

The Wisconsin Partnership Program is subject to and complies with the diversity, equity, inclusion, and equal opportunity policies of the UW System Board of Regents and UW-Madison.

A commitment to diversity and inclusion is integral to the Partnership Program’s mission to serve the public health needs of Wisconsin and to reduce health disparities and advance health equity through community partnerships, education, and research. This policy ensures that broad perspectives are represented within the Partnership Program’s goals, objectives and processes as the Program advances this mission in communities across Wisconsin.

Effective 4/1/23
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STRATEGIES
The Wisconsin Partnership Program utilizes the following strategies in our commitment to diversity, equity, and inclusion.

Leadership: The Partnership Program’s practice is to recruit membership among the Oversight and Advisory Committee (OAC), Partnership Education and Research Committee (PERC), standing review and ad hoc committees, consultants, advisors, and partners that contributes to the broad diversity of the Wisconsin Partnership Program.

Hiring: The Partnership Program’s practice is to recruit staff whose work will contribute to the broad diversity of the Wisconsin Partnership Program. The WPP utilizes equitable and inclusive recruitment practices.

Community Engagement: When undertaking strategic planning processes, grant-making processes, and development and outreach activities, the Partnership Program will involve individuals representing diverse perspectives.

Compliance & Monitoring: This policy will be shared with the Partnership Program’s many stakeholders, including governance committee members and staff, applicants and grantees, and the public by posting the policy on the program website.

References:
UW-Madison Diversity, Equity & Inclusion website, https://diversity.wisc.edu/institutional-statement-on-diversity/


“The Secretary’s Advisory Committee on National Health Promotion and Disease Prevention Objectives for 2020: Phase I Report: Recommendations for the Framework and Format of Healthy People 2020” Department of Health and Human Services, October 2008