

Wisconsin Partnership Program Engagement, Inclusion and Diversity Policy

BACKGROUND

The **University of Wisconsin-Madison's Institutional Statement on Engagement, Inclusion and Diversity**¹: 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's 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, health care and health equity in Wisconsin through investments in research, education and community partnerships, in collaboration with faculty and community-based organizations.

The Wisconsin Partnership Program's vision, mission and values as well as its goals and grant-making strategies are described in the [2019-2024 Five-Year Plan](#) and our goals include promoting innovation, building capacity and leadership, catalyzing systems change, and advancing health equity.

DEFINITIONS

Diversity: Encompasses underrepresented groups and people who are specifically protected by civil rights laws and includes, but is not limited to race and ethnicity; sex; gender and gender identity or expression; marital status; age; sexual orientation; country of origin; language; disability; socioeconomic status; and affiliations that are based on cultural, political, religious or other identities.

Inclusion: Inclusion involves valuing and welcoming people with different identities within a given setting. A diverse organization is one that is representative; an inclusive organization is one that strives to ensure all feel valued and are provided opportunities to grow. Inclusion is not a natural consequence of diversity.

Equity: Equity ensures everyone has an equal opportunity to access resources in order to succeed. Diversity and inclusion are both outcomes. Equity is not; it refers to the process an organization engages in to ensure that people with marginalized identities have the opportunity to grow, contribute, and develop.

Health Equity: The Wisconsin Partnership Program defines health equity as the attainment of the highest level of health for all people.² This requires addressing obstacles to health, such as poverty, discrimination and their consequences (including lack of access to good jobs with fair pay, quality education and housing, safe environments and health care.)³

POLICY

The Wisconsin Partnership Program is subject to and complies with the diversity, affirmative action and equal opportunity policies of the UW System Board of Regents and [UW-Madison](#).

A commitment to diversity 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 research,

education and community partnerships. This policy ensures that broad perspectives are represented within the Partnership Program's goals, objectives and processes as the Program works to address population health issues and improve health and health equity in Wisconsin.

STRATEGIES

Leadership: The Partnership Program will recruit and retain a diverse membership among the Oversight and Advisory Committee (OAC), Partnership Education and Research Committee (PERC), standing review and ad hoc committees, consultants, advisors and partners.

Hiring: The Partnership Program will seek diversity among staff through job opening ad placement to diverse outreach mechanisms and position description qualifications that are fair, just and accurately reflect the demands of the vacant position.

Community Engagement: The Partnership Program will involve individuals from diverse racial/ethnic groups, ages, abilities, geographic regions and interests when undertaking strategic and systematic planning processes, grant-making processes, and development and outreach activities.

Training: The Partnership Program will make training, development and progression opportunities available to all staff.

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.

The Partnership Program will monitor the level of diversity on its committees, subcommittees, and advisory groups. In addition, policies will be monitored and reviewed regularly to ensure that equity and diversity are continually promoted in all aspects of our work.

The Partnership Program will review its policies and procedures annually to ensure continuous evolution to achieve the goals of diversity, inclusion and anti-racism.

References:

1: UW-Madison Creating Community website, <https://diversity.wisc.edu/>

2: From "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," 2008, by the Department of Health and Human Services, retrieved from https://www.healthypeople.gov/sites/default/files/PhaseI_0.pdf

3: From "What is Health Equity? and What Difference Does a Definition Make?" 2017, by the Robert Wood Johnson Foundation, retrieved from https://www.rwjf.org/content/dam/farm/reports/issue_briefs/2017/rwjf437343

"Affecting REEL (Retain, Equip, Engage, Lead) Change for Diversity and Inclusion."
https://diversity.wisc.edu/wp-content/uploads/2017/04/Patricks-preferred-04.08.15-DF-REEL-Report-FINAL_Updated.pdf