

**Plan 2008 Phase II Programs & Initiatives
Outcomes Reporting Form
February 2007**

Your Institution: UW-Colleges, Fond du Lac	
Program/Initiative: Fond du Lac Diversity Circles	Year Established: 2003
Target Audience (check all that apply): Administration: <input checked="" type="checkbox"/> Faculty: <input checked="" type="checkbox"/> Academic Staff: <input checked="" type="checkbox"/> Classified Staff: <input checked="" type="checkbox"/> Students: <input checked="" type="checkbox"/> Campus Community: <input checked="" type="checkbox"/> Other: <input checked="" type="checkbox"/> If other, please specify: community members	
Race/Ethnic Groups Affected by this Program/Initiative (check all that apply): African American/Black: <input checked="" type="checkbox"/> American Indian: <input checked="" type="checkbox"/> Latino/Hispanic: <input checked="" type="checkbox"/> Southeast Asian: <input checked="" type="checkbox"/> Other Asian: <input checked="" type="checkbox"/> European American: <input checked="" type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Cost of Program/Initiative: 15,500	Funding Sources: UW Extension Cross-Divisional Grant; in-kind, City of Fond du Lac
<p>Description: Fond du Lac is changing. Percentage-wise, the African American population has increased by 2,347% in the Fond du Lac area between 1980 and 2000. During this same period the Asian and Hispanic populations in the area have increased by 710% and 173% respectively. A county-wide survey conducted by Safe and Stable Families in 2001, indicated that although people feel good about their community, persons of color sense a lack of acceptance, mutual respect, and cultural sensitivity. They report being treated differently because of their race and express concern about their children's futures in this climate.</p> <p>Representatives from 11 community organizations, agencies and government, having never worked together previously, came together to organize and implement Diversity Circles. Partner contributions included: two facilitator training sessions, development of a list serve enabling committee members and circle participants to readily communicate with each other, spokespersons to recruit participants through speaking engagements to groups, creation of a diversity circles display board used at numerous diversity functions, recruitment of circle participants, hosting sites, monthly working group meetings to administer the circles, development of a website, development of a newsletter (by a circle member), creation and administration of action forums, and expertise in sustainability.</p>	
Point Person(s): Leanne Doyle	Department/Unit(s): UW-Fond du Lac, Continuing Education
Departments/Units/Groups Involved: UW-FDL Continuing Education, UW-Cooperative Extension, UW-Fond du Lac Student Government, Moraine Park Technical College, Marian College, City of Fond du Lac, Mercury Marine, Safe & Stable Families, Fond du Lac School District/21 st CCLC, Boys & Girls Club, Moraine Park Diversity Relations, United for Diversity Inc., and Agnesian HealthCare	
<p>Goals & Expected Outcomes: As of March 2005, one hundred adults have participated in the pilot and nine regular diversity circles. The one hundred participants included: 8 African Americans, 11 Asians, 72 Caucasians and 9 Hispanics. Thirty one participants were males and 69 were females. In addition to the diversity circles for adults, there was a circle of 11 youth at the local high school and a circle of nine youth, grades 3-5, at a local elementary school.</p> <p>Impacts: Participants indicated an increase in the following due to their involvement in Diversity Circles:</p> <ul style="list-style-type: none"> • 67% - 'ability to openly discuss issues related to race' • 80% - 'understanding of their own attitudes and beliefs on race' • 84% - 'understanding of others' attitudes and beliefs on race' • 91% - 'understanding of racial issue.' 	

- College students from Moraine Park Technical College, Marian College, and UW-Fond du Lac participated in a tri-campus circle in April, 2005.
- UW-Fond du Lac offered COM 299: Special Topics Dismantling Racism Through Diversity Circles, a one credit course, to area Department of Corrections (DOC) employees and UW-Fond du Lac degree-seeking students.
- Diversity Circles collaborated with Compassionate Listening, a local community initiative, by sponsoring a compassionate listening experiential workshop on diversity and multiculturalism.
- Diversity Circles co-sponsored an open house with Ebony Vision, a local organization that provides support and advocacy to African Americans.
- As a part of the “Fond du Lac Reads” program, Diversity Circles co-sponsored, with the Fond du Lac Public Library, *To Kill a Mockingbird: Reflections on Race and History* panel discussion.
- The City of Fond du Lac offered a Diversity Circle to its employees in April, 2005.

Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:

Intersections Across Plan 2008 Goals: *Goal #2:* Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age. Expand partnerships with community-based organizations and agencies that work with youth of color and their families.

Goal # 6: Foster institutional environments and course development that enhance learning and respect for racial and ethnic diversity. Create more collaborative educational programs with communities of color. Develop partnerships with businesses, community-based organizations, and schools to promote multiculturalism.

Assessment Practices and Program Changes in Response to Challenges:

Assessment: evaluation at the conclusion of each diversity circle cycle

Program changes: reduction of diversity circle meeting sessions from five to four

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