



How to Discuss the CLI Curriculum

CLI Job Duty Text

Demonstrates commitment to the University's mission statement, particularly to be sensitive and responsive to those groups which have been underserved by higher education. Participation in related learning activities are expected.

Requirements of the Curriculum

The CLI Curriculum requires all DEM Team Members to complete:

- at least 30 hours of training and/or experiences from the DEM approved trainings list each year,
- some form of prejudice or bias habit breaking training within the first six months of their employment,
- at least one performance discussion with their supervisor on their goals and accomplishments related to the CLI Curriculum annually, and
- at least 60 hours/annually integrating what has been learned into daily work and being an inclusive role model in all work settings.

Goals of the Curriculum

DEM Team Members will:

- come to work with a curiosity to learn and an openness to new ideas.
- learn from one another.
- develop self-awareness of blind-spots, privileges, and their own needs for inclusivity.
- learn to question whether a space is comfortable due to inclusivity or due to their own privilege.
- stay abreast of societal issues.

- practice standard language and become comfortable with its usage
- come to work with the best intent and a desire to learn how to create a more inclusive environment for all.
- employ a growth mindset.

DEM will:

- be explicitly and proactively inclusive.
- be a welcoming place for all.
- employ an evaluative culture where feedback channels are developed to ensure all voices are heard.
- share standard resources with all team members regardless of known social identities to normalize resource existence and usage.

Talking Points

- Completion of the CLI Curriculum by all DEM Team Members annually is a priority of DEM and fully supported by DEM Senior Leadership.
 - We recognize this means that something has to give at times. While we may expect a 24-hour turnaround for certain job duties, sometimes it may need to shift to 48-hours to allow for the time needed for this important work.
- DEM is committed to creating a more diverse and inclusive environment for team members as well as the campus as a whole.
- DEM seeks to build up an ecosystem of inclusive policies, practices, and people that is worthy of the students and communities we serve.
- We recognize that everyone is on their own learning journey and that providing an opportunity for team members to customize their learning based upon where they are will better allow us to fulfill the goals of the DEI curriculum.
- Since a list of trainings will never be fully comprehensive, even when updated monthly, a rubric has been provided that DEM Team Members can utilize to ensure that a training or experience that is not listed would count towards the total hours required annually.
- Trainings are labeled with at least one of four key domains:

- General Knowledge (foundational understanding of key concepts)
 - Reflective & Developmental Self-Work (ability to reflect on one's own identity, positionality, and power)
 - Interpersonal & Group Work (capacity to communicate, collaborate, facilitate, and intervene with others across social differences)
 - We recommend that team members of DEM that supervise at least one other team member complete at least one training in this domain each year.
 - Organizational & Systems Work (capacity to identify and analyze systems of power and their influence)
- The framework for DEM's CLI Curriculum was developed by a DEM Focus Group in conjunction with the Divisional Service Team. The groups spent several months to create a Logic Model that guided their work as they compiled a rubric and trainings that they felt would move DEM in the right direction.
 - With the CLI Job Duty encompassing 5% of all DEM Team Members' job descriptions, that means that approximately 90 hours/annually should be devoted to the job duty. While 30 hours will be spent on training, it is expected that the remaining 60 hours devoted to this job duty will allow DEM Team Members to integrate what they've learned into their daily work, participate in any additional unit CLI plans, and allow time to be an inclusive role model in all work settings.
 - Supervisors will have at least one performance discussion with their team members about their goals and accomplishments related to the CLI Curriculum.
 - Supervisors are also available to support DEM Team Members in selecting trainings/experiences for the future as well as assist in the creation of performance goals related to the CLI Curriculum.

Questions or concerns about the CLI Curriculum can be emailed to dem_support@em.wisc.edu.