

# Resources on Community Building and Conflict Resolution at UW-Madison

## Department of Chemistry

This list of resources, prepared by the Climate/Diversity Committee, contains information about people and organizations that can help you network with various communities around campus and resolve any kind of personal and inter-personal conflict you may be experiencing. Faculty and staff truly care about your success and well-being. Please *do not hesitate* to take advantage of any of the resources below and to make your time in the Chemistry Department rewarding and bias-free.

### **Chemistry Staff with Open Doors**

If you don't know who to talk to, the staff members below have offered to be available to help you with general and specific concerns. They are sure to provide a listening ear and treat your individual circumstances with privacy and respect, no matter how big or small.

*Contacts:* Matt Sanders, Executive Director (matthew.sanders@wisc.edu, room 1126);  
Arrietta Clauss, Graduate Student Services Coordinator (awclauss@chem.wisc.edu, room 2108)  
*For TAs/FAs:* Jeanne Hamers, Undergraduate Chemistry Director (jhamers@chem.wisc.edu)

### **Students in Chemistry for Inclusive Representation (SCIRep)**

SCIRep hosts student led discussions and other events regarding equity and inclusion in graduate school, in the field of chemistry as a whole and in this department. The group's current focus is to share information and strategies about gender bias in science, with an emphasis on utilizing these strategies effectively now and in future careers. Monthly discussions are led by student volunteers; attendees to the meeting are encouraged to participate in the discussions. Postdocs, staff, and faculty of all genders, in addition to graduate students, are invited to attend meetings.

*Co-Chairs:* Rebeca Pinhancos (rpinhanc@gmail.com),  
Nicole Thomas (nthomas@chem.wisc.edu)

### **Chemistry Sexual Harassment Committee**

The goal of the sexual harassment committee is to address individual concerns of harassment or specific issues on climate raised by members of the Department of Chemistry. If you experience or observe incidents that you perceive as harassment or detrimental to the department climate, we encourage you to contact (email, meeting, etc) a member of the Sexual Harassment Committee. Whatever you say will be kept confidential and no actions will be taken without your express permission. The members of the committee can serve as sounding boards, but they also

will work with you to find a solution that addresses your concerns. Their familiarity with campus resources is a key asset in helping to ensure an accepting and productive departmental climate.

*Committee Members:* A list of the members of the Sexual Harassment Committee (faculty and staff) is available at: [chem.wisc.edu/content/department-guidelines-and-documents](http://chem.wisc.edu/content/department-guidelines-and-documents)

### **Chemistry Climate / Diversity Committee**

The goal of the climate/diversity committee is to ensure that the Chemistry Department has a welcoming environment, to address individual and general concerns regarding climate, and to develop strategies to increase the overall well-being and diversity within the department. All members of the Climate/Diversity Committee welcome your input and suggestions, and are happy to assist you with any needs and concerns pertaining to gender, ethnical, cultural, racial, and any other types of biases. Your comments will be kept confidential at your request. The Climate/Diversity Committee includes graduate students, faculty, and staff of diverse ethnical and cultural origins.

*Committee Members:* A list of the members of the Climate/Diversity Committee (faculty, staff, and students) is available at: [chem.wisc.edu/content/department-guidelines-and-documents](http://chem.wisc.edu/content/department-guidelines-and-documents)

### **Chemistry Graduate Student-Faculty Liaison Committee (GSFLC)**

The goal of the GSFLC is to represent the needs of graduate students and postdocs to faculty and staff. This group was founded when students came together to ask for extended stockroom hours and now coordinates events throughout the year, including the Snout Out, TGIFs, travel grants, PFLAGs, mentor awards, listening sessions, an alternate career seminar, the biennial climate survey, and outreach to the broader community.

*Committee Members:* A list of members of the GSFLC (students, postdocs, staff, and faculty) is available at: [gsflc.chem.wisc.edu/content/members](http://gsflc.chem.wisc.edu/content/members)

### **Chemistry Anonymous Suggestion Box**

A completely anonymous online comment box (setup and tested for privacy by Alan Silver) is available for anyone to use. Comments and suggestions are routed to Matt Sanders and Jeanne Hamers, where they are triaged and addressed appropriately.

*Website:* [suggestions.chem.wisc.edu](http://suggestions.chem.wisc.edu); must be connected to the internal chemistry network

### **Employee Assistance Office (EAO)**

The EAO is a resource to confidentially assist UW-Madison employees (anyone who receives a paycheck) and their immediate family members or significant others who are having difficulty with personal or work related issues and concerns. They are staffed by trained professionals who will provide support and help you make a plan of action, if requested.

Phone: (608) 263-2987

Website: [eao.wisc.edu/faq.htm](http://eao.wisc.edu/faq.htm)

### **University Health Services (UHS)**

UHS is a general campus resource dedicated to the physical and mental well-being of members of the university. Some of the workshops offered by UHS are aimed at sharing experiences and optimizing networking and interpersonal relationships among different people on campus. Other UHS workshops focus on general wellness and health support (e.g. yoga and meditation). All process groups listed below are highly confidential and meet once weekly at their East Campus Mall office. In order to join, you need to call UHS at the number below first.

Phone: (608) 265-5600 ext 2

24-Hour Mental Health Crisis Services: (608) 265-5600 ext 9

Websites: <http://uhs.wisc.edu/campus-health/>

<http://uhs.wisc.edu/services/counseling/group-counseling/>

#### **1. Let's Talk Drop-In Consultations**

Let's Talk is a program that provides informal, confidential consultations with a counselor without an appointment. No topic is off limits. This walk-in service occurs at various locations around campus during the semester. Schedule online:

<http://uhs.wisc.edu/services/counseling/lets-talk/>

#### **2. Interpersonal Process Group: Graduate Women**

This is a graduate women discussion group. Advisors will try to separate students from the same department.

#### **3. Interpersonal Process Group: All Women**

This is a discussion group open to all women (from undergraduate to faculty level).

#### **4. Interpersonal Process Group: LGBTQ**

This is a discussion group intended for students who identify as bisexual, gay, lesbian, queer, questioning, transgender, or any other personally meaningful term.

#### **5. Interpersonal Process Group: Dissertators**

This is a supportive discussion group focused on the challenges associated with the dissertation process. Participants establish weekly goals and share common experiences.

#### **6. Counseling Services Available to Students, Faculty, and Staff**

Go to this website if you are interested in personal counseling sessions:

<http://uhs.wisc.edu/services/counseling/>

### **Office of Equity and Diversity (OED)**

The OED is an excellent resource where students can file complaints and discuss both subtle and major gender, ethnic, and cultural biases. It is confidential and does not involve any personnel from the Chemistry Department. The OED also offers workshops to train TAs and students:

<http://oed.wisc.edu/workshop.html>

*Staff:* Steven Appell, complaint investigator (appell@provost.wisc.edu); Luis Piñero, director (lpinero@cdo.wisc.edu)

*Website:* <http://oed.wisc.edu/>

### **University Ombuds Office**

Ombuds are emeritus university faculty or staff who work confidentially and independently from university administration. They can listen to your concerns, clarify procedures, discuss options, and if requested and appropriate, serve as an intermediary in disputes.

*Phone:* (608) 265-9992; leave a message

*Website:* <http://ombuds.wisc.edu/faqs.htm>

### **Multicultural Graduate Network (MGN)**

The Multicultural Graduate Network, housed within the UW-Madison Graduate School, is a social networking group devoted to learning and professional development. This organization was originally created to serve the needs of graduate students of color and has recently grown to be an inclusive network for all graduate students on the UW-Madison campus.

*Phone:* (608) 890-4731

*Email:* mgn@grad.wisc.edu; join-mgnlistserv@lists.wisc.edu

*Website:* <http://grad.wisc.edu/diversity/mgn>

### **SACNAS UW-Madison Student Chapter**

SACNAS is a national society dedicated to advancing Hispanics/Chicanos and Native Americans in science and to promoting cultural diversity in the US academic environment. The UW-Madison SACNAS Chapter accepts memberships from all students (both undergraduate and graduate) interested in STEM fields (science, technology, engineering, and math). Other interested individuals are welcome to inquire about membership too.

*Contact:* Ahna Skop, PhD

*Phone:* (608) 890-0108

*Email:* skop@wisc.edu

*Web Site:* <https://win.wisc.edu/organization/sacnas/about>

### **NOBCCHE UW-Madison Student Chapter**

NOBCCHE is a national organization devoted to the professional advancement of black chemists and chemical engineers. The UW-Madison chapter of NOBCCHE accepts memberships from both undergraduate and graduate students interested in chemistry and other STEM fields.

*Contact:* Charnell Long

*Phone:* (910) 297-3807

*Email:* cchasten@chem.wisc.edu

*Web Site:* <https://win.wisc.edu/organization/NOBCChE>

**WISELI: Women in Science and Engineering Leadership Institute**

WISELI is an on-campus institute dedicated to promoting women scientists. The WISELI website hosts a useful collection of general and sexual-harassment related information.

*Websites:* <http://wiseli.engr.wisc.edu/>  
<http://wiseli.engr.wisc.edu/uwpgms/sexual-harassment.php>

**Graduate Women in Science (GWIS)**

GWIS is a national organization aiming to advance the participation and recognition of women in science and devoted to fostering research through grants, awards, and fellowships. UW-Madison is home to the Beta chapter, which provides a network for connecting female scientists across campus.

*Contact:* Nitasha Bennett, graduate student in the Kiessling group (nbennett@chem.wisc.edu)

*Website:* <http://www.gwisbeta.org/>

**Lesbian, Gay, Bisexual and Transgender Campus Center (LGBTCC)**

This center offers several programs to support LGBT students on campus and provides training to help make classrooms and departments more inclusive. The LGBTCC staff members also organize a number of special-interest groups, including one for graduate students.

*Website:* <http://lgbt.wisc.edu/>