Student Employment Summer Summit
Keynote Presentation

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Introduction
Who Am I?
“This dissertation is dedicated to everyone who said I could do it, and everyone who said I couldn’t. I love you all.” –Dr. Louis Macias
Guiding Frameworks

The Golden Circle

Why? What? How?

WHY DO YOU DO WHAT YOU DO? WHAT IS THE PURPOSE?

HOW DO YOU DO WHAT YOU DO?

WHAT THE HELL DO YOU DO?

Self-Efficacy

Belief you can perform task well

Self-Efficacy

“There can be little psychological distance between the fear that others will think us incompetent and the suspicion that we may be so, the suspicion that our accomplishments are ill-deserved.” –Frank Pajares
Head (Thinking)

“The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.” –Albert Einstein
Thinking: Purpose and Intention

• **Strategic Planning**
  - Vision and values

• **User-Centered Design**
  - Policies
  - Programs
  - Courses/Training
  - Processes
  - Ex: UWPD Hiring Process

• **Data and Assessment**
  - If you aren’t represented in the data, you are invisible
  - What do we do with the data?
  - Ex: UWPD Equity Dashboard
Heart (Feeling)

“Feeling vulnerable, imperfect and afraid is human. It’s when we lose our capacity to hold space for these struggles that we become dangerous.” – Brené Brown
Feeling: Growth and Commitment

• The Dissonance Dilemma
  • Expectations re: “diversity”
  • Safe vs. brave spaces
  • Ex: UWPD Community Relations

• Hippocratic Oath?
  • Duty of care
  • “Do not come into my field lightly”
What Does It Mean?

“A good head and a good heart are always a formidable combination.” – Nelson Mandela
Before You Go...

• **Everyone** is responsible for DEI...for better or worse, you will be part of someone’s story

• The **DEI “Secret Sauce”**
  - Expertise doesn’t exist, just evolving perspectives
  - Lead with care and courage
  - Growth happens from the inside-out and on purpose