



UniverCity Alliance
UNIVERSITY OF WISCONSIN-MADISON

UNIVERCITY YEAR

2022



UniverCity Year at the University of Wisconsin–Madison partnered with three local governments in 2020–23. Marathon County, Racine County, and the Village of Waunakee proposed and researched key issues across a variety of topics. However, diversity, equity, and inclusion projects were a primary focus of this cohort’s work.

This booklet provides an overview of the work of hundreds of students, faculty, staff, and local government leaders. For more information on project goals, research methods, findings, and recommendations, download the final reports from the UniverCity Year website:
<https://university.wisc.edu/university-year-communities/>

About the partnership

Creating better places together

UniverCity Year 2020–23 partnerships spanned three years and involved Marathon County, Racine County, and the Village of Waunakee. The concept was simple.

Local government leaders in each community identified priorities and a total of 63 projects that would benefit from expertise at University of Wisconsin–Madison and partner campuses. The projects addressed:

- Economic Development**
- Emergency Medical Services**
- Evidence-Based Decision Making**
- Diversity, Equity, and Inclusion**
- Youth Justice**
- Sustainability**

Faculty and staff from across UW–Madison and partner campuses incorporated these projects into their courses and research programs. UniverCity Year staff provided administrative support to ensure successful partnerships in the three communities.

The results were powerful.

With the support of local leaders and university mentors, students generated big ideas and feasible recommendations to generate momentum toward more equitable, sustainable, livable, and resilient communities.

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2022 Snapshot



ECONOMIC DEVELOPMENT

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2. Conducting a space needs analysis for Marathon County facilities
3. Reconstructing the Intersection of Grand Avenue and Forest Street in Wausau
4. Planning a rural bicycling network and future bike infrastructure in Marathon County
5. Analyzing infill and redevelopment opportunities within the Wausau Metropolitan Planning Organization



EMERGENCY MEDICAL SERVICES

1. Exploring Emergency Medical Services interventions for increased efficiency and sustainability in Marathon County
2. Recruiting and retaining Emergency Medical Services personnel in Marathon County
3. Analyzing Marathon County technical rescue preparedness
4. Promoting and improving household disaster planning in Marathon County
5. Coordinating and expanding severe weather notification in Marathon County
6. Designing an emergency management planning workshop and outreach strategy in Marathon County



EVIDENCE-BASED DECISION MAKING

1. Clarifying goals of the Public Safety Assessment (PSA) tool for Marathon courts
2. Addressing criminal case delays in Marathon County courts
3. Analyzing the Marathon County criminal justice database systems
4. Improving Marathon County legal case processing time
5. Increasing elementary school attendance in the D.C. Everest and Wausau School Districts
6. Identifying root causes of truancy in elementary school children
7. Measuring what matters: data-driven evaluation of justice programs
8. Evaluating Marathon County's drug treatment court
9. Assessing impacts of the Marathon County Start Right Program
10. Evaluating process and outcomes of the Marathon County OWI Court

11. Establishing a foundation: a primary examination of the Marathon County Safe Streets Options Program
 12. Improving Marathon County interorganizational communication and forming a housing coalition
 13. Validating the proxy tool for arrest decisions in Marathon County
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1. Reviewing policing practices and policies in Waunakee
2. Auditing Waunakee property and management maintenance ordinance
3. Creating the “Waunakee is Home” media campaign
4. Exploring a land acknowledgment statement for Waunakee
5. Developing cultural resources management protocol for Waunakee
6. Offering educational opportunities on Ho-Chunk culture for the Waunakee community
7. Mapping Ho-Chunk cultural resources in Waunakee
8. Designing community-based installations of Ho-Chunk culture in Waunakee
9. Developing Ho-Chunk educational programming in Waunakee schools
10. Reviewing human resources processes in Waunakee through the lens of diversity, equity, and inclusion
11. Improving diversity, equity, and inclusion practices of human resources management in the Waunakee Administrator’s Office
12. Improving diversity, equity, and inclusion communication practices in Waunakee
13. Encouraging mental health help for seniors in Waunakee
14. Destigmatizing mental health among seniors in Waunakee
15. Confronting mental health in the Waunakee Community School District
16. Supporting mental health in Waunakee’s school-aged population and proposing a Coordination of Services Team (COST) model
17. Waunakee commemorates the legacy and resiliency of the Ho-Chunk Nation
18. Implementing mental health strategies to help Waunakee seniors
19. Reducing racial and socio-economic disparities in the Marathon County Justice System (MCJS)

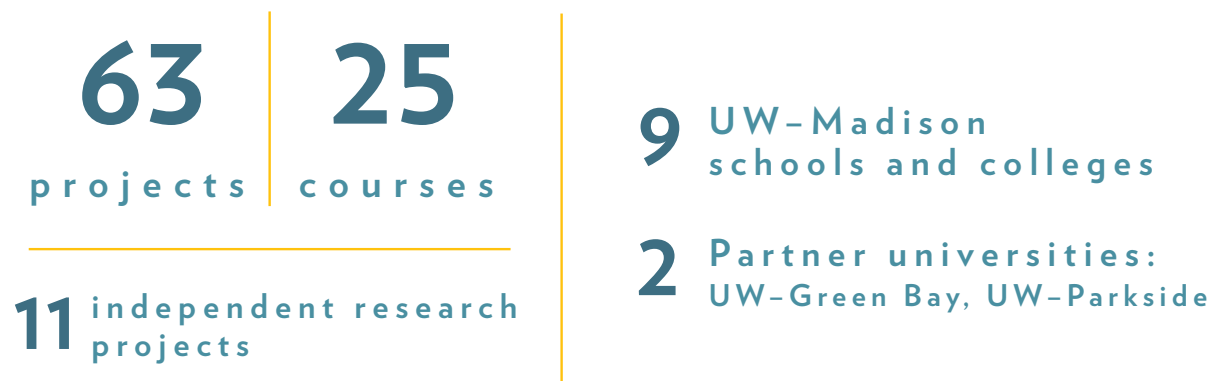
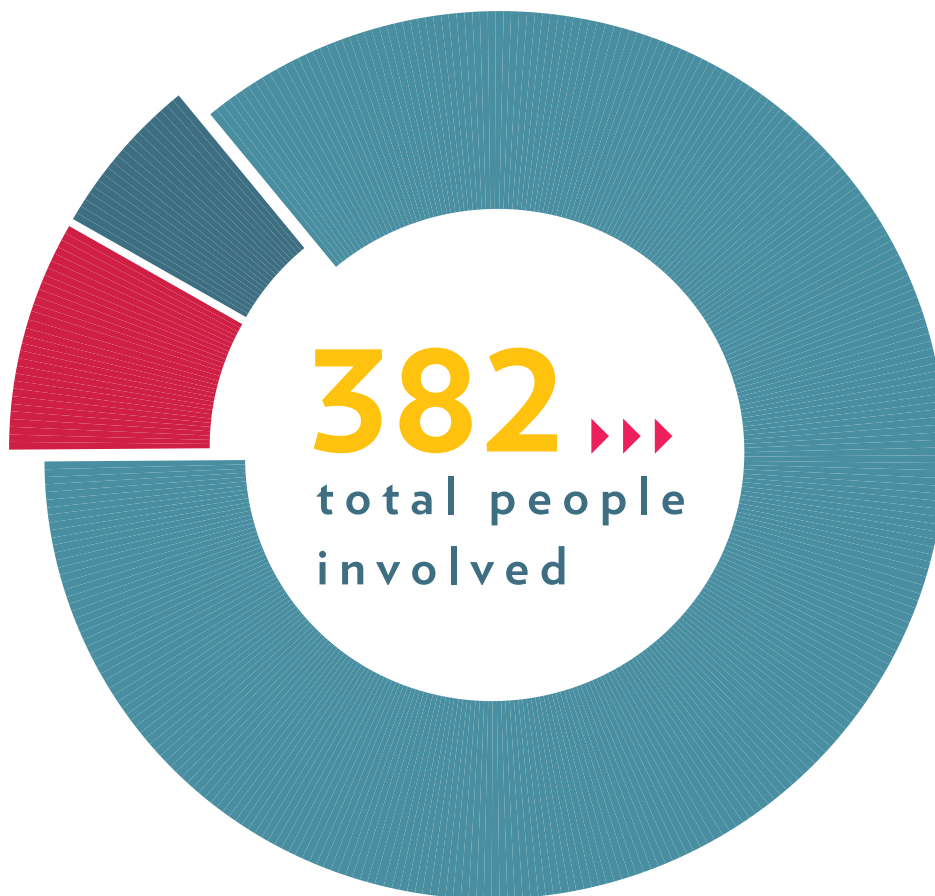


1. Supporting caregivers of youth in rehabilitation in Racine County
 2. Empowering youth through creativity and art in Racine County
 3. Supporting social skills for social connections in youth in Racine County
 4. Supporting the staff of the Alternative to Corrections through Education (ACE) program in Racine County
 5. Exploring evidence-based strategies with families for the youth detention facility in Racine County
 6. Assessing Racine County's youth care facility operations manual, part 1
 7. Resource library for diversity, equity, and inclusion and reducing recidivism in Racine County
 8. Recommending evidence-informed programming in Racine County for engaging the community
 9. Assessing Racine County's Youth Care Facility operations manual, part 2
 10. Exploring evidence-based strategies with families and community members working with youth in Racine County, part 2
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1. Assessing road salt use in Marathon County
2. Planning a rural bicycling network and future bike infrastructure in Marathon County
3. Examining best practices for de-icing in Marathon County
4. Mapping winter road salt use and sensitive areas in Marathon County
5. Mapping Nitrate-N contamination of groundwater in Marathon County
6. Understanding environmental attitudes in the Fenwood Creek Watershed
7. Promoting soil health through public engagement in Marathon County
8. Assessing Marathon County riparian and wetland resources
9. Exploring data for the Marathon County Groundwater Protection Plan
10. Analyzing groundwater contamination and protection in Marathon County

By the Numbers



Acknowledgements

Thank you to representatives from our partner communities and University of Wisconsin–Madison who were essential to the success of these projects.

Staff and community members from Marathon County, Racine County, and the Village of Waunakee spent hundreds of hours guiding students and connecting campus coursework with community-based projects. They provided resources, advice, and feedback essential to UniverCity Year's success. Thank you for sharing your knowledge and wisdom.

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Faculty, staff, researchers, and extension specialists

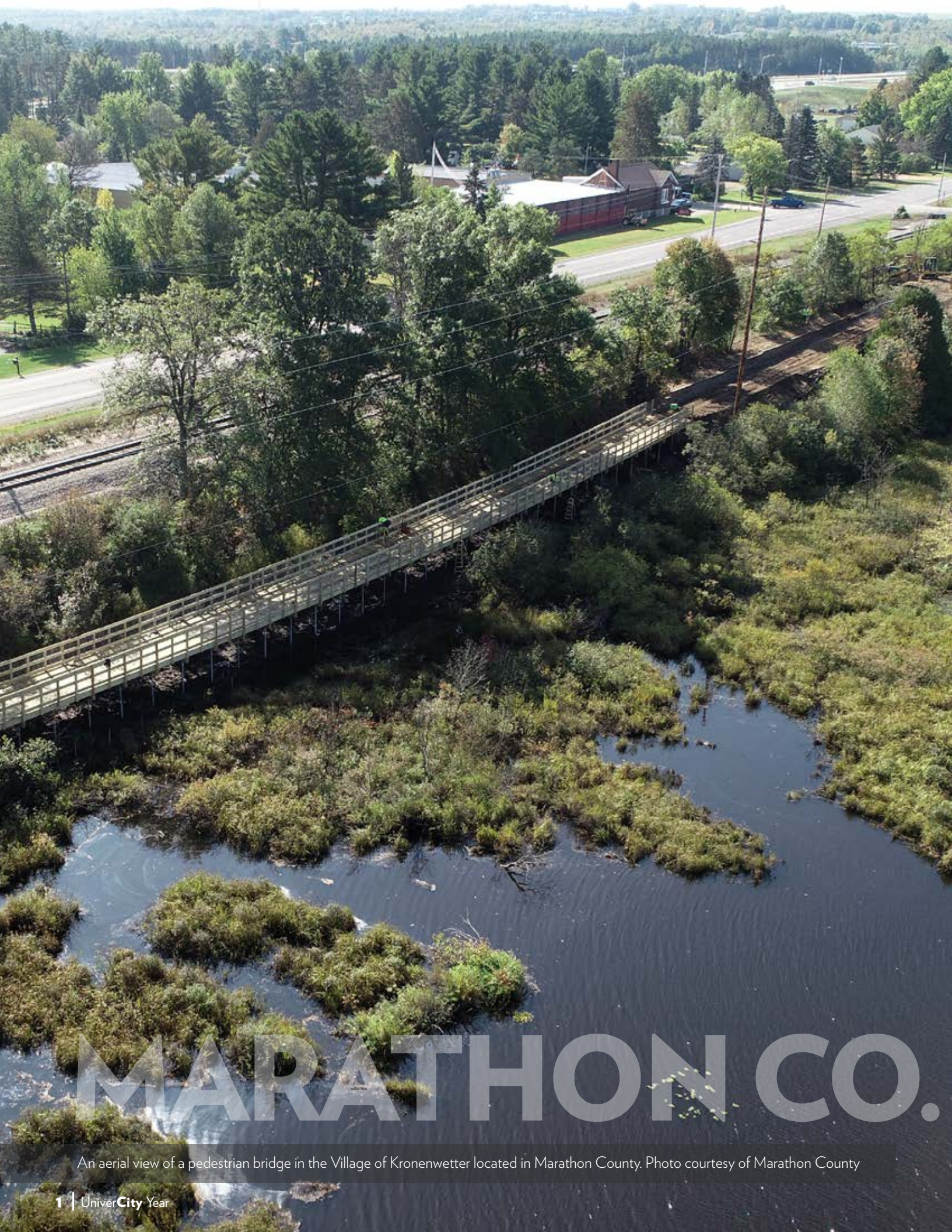
Thank you to the faculty, staff, researchers, and extension specialists. You embodied the Wisconsin Idea by expanding your courses and research programs beyond the boundaries of campus. You helped address local challenges in collaboration with local government leaders, community members, and students. Your innovative work continues to impact the UW System, Wisconsin, and the world.

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MARATHON CO.

An aerial view of a pedestrian bridge in the Village of Kronenwetter located in Marathon County. Photo courtesy of Marathon County



Marathon County

- 1 **Assessing road salt use in Marathon County**
Environmental Studies 402: Social Perspectives in Environmental Studies
Molly Schwebach
Environmental studies students compiled data on how cities, villages, and towns in the Wausau area use road salt to provide insight into the municipalities' practices, needs, and concerns around the issue.
- 2 **Examining best practices for de-icing in Marathon County**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington
Marathon County's 11 municipalities all differ in their de-icing techniques. This report presents research on environmental and infrastructural hazards, alternative salting methods, standardization of reporting processes, cost analysis, and uniform salting practices.
- 3 **Mapping winter road salt use and sensitive areas**
Geography 578: GIS Applications
A-Xing Zhu
Sensitive areas in the Marathon County Metropolitan Area, including wellheads, state parks, and county parks, were studied to determine the effect of road salt.
- 4 **Planning a rural bicycling network and future bike infrastructure in Marathon County**
Independent Student Research
Carey McAndrews
As Marathon County hopes to expand its rural biking program, a planning and landscape architecture student created a proposal for future bike infrastructure and new guidelines to increase the number of rural bicyclists.
- 5 **Mapping Nitrate-N contamination of groundwater in Marathon County**
Independent Student Research
This map documents Nitrate-N or nitrate as nitrogen—Wisconsin's most widespread contaminant in water—in Marathon County.

- 6 Understanding environmental attitudes in the Fenwood Creek Watershed**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington

Students surveyed farmers and landowners on local watershed health and conservation efforts with the goal of gaining better insight for outreach strategies.
- 7 Promoting soil health through public engagement in Marathon County**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington

After assessing the county and farmland preservation plans and holding discussions with stakeholders, a team of students recommended strategies to encourage people to use new sustainable agricultural practices that can enhance soil health.
- 8 Assessing Marathon County riparian and wetland resources**
Environmental Studies 978: GIS for Environmental Observation & Informatics
Naomi Louchouart, Nathan Schulfer

Environmental studies graduate students analyzed the area's wetland resources to provide county conservation leaders with critical information on how to continue protecting them.
- 9 Exploring data for the Marathon County Groundwater Protection Plan**
Environmental Studies 950: Environmental Monitoring Seminar
Sarah Graves, Nathan Schulfer

Students collected water quality data and created informative visualizations that city planners and the general public can understand.
- 10 Analyzing groundwater contamination and protection in Marathon County**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington

Marathon County received a slate of recommendations to mitigate groundwater contamination after a student team researched and analyzed current regulations, contamination levels, and existing community data.
- 11 Reducing racial and socio-economic disparities in the Marathon County Justice System (MCJS)**
Pro Bono Law Program
Megan Zurbriggen

Marathon County requires assistance in evaluating a data set showing existing disparities in the Marathon County Justice System and is seeking guidance on the best data to collect in the future to continue monitoring these issues. This project will be completed in 2022.

UniverCity Year helps Marathon County get less salty

Marathon County worked with three University of Wisconsin–Madison courses to evaluate the county’s use of road salt.

During Wisconsin’s winter months, Marathon County’s municipalities field calls from concerned residents driving on icy streets to put down more salt to help clear the roadways.

Andrew Lynch, former transportation planner at the Wausau Metropolitan Planning Organization, thought this method was inefficient and potentially leading to using too much salt that could affect the county’s environmental resources.

“The idea was to bring the different communities together through the Wausau Metropolitan Planning Organization and begin the discussion,” said Lynch, who is now an assistant planner with the City of Wausau. “We looked at how we can spread best practices and how we can treat the vulnerable areas to avoid any excessive runoff or infiltration into the water supply.”

Addressing road salt use was one of several topics that included economic development, evidence-based decision making, equity, and emergency medical services that Marathon County partnered with UniverCity Year (UCY) to pursue from 2020–23.

Researching the use of road salt in Marathon County also harnessed the skillsets of University of Wisconsin–Madison students in three academic disciplines: environmental studies, applied leadership in engineering, and geography.

“They asked different questions, and that’s often very helpful in terms of trying to break anyone’s mindset when looking at a problem,” Lynch said. “They were all able to bring a different perspective.”

Environmental studies students created a comprehensive chart of road salt practices throughout the Wausau Metropolitan Area, documented recent efforts to adjust practices,

and outlined considerations for collaboration.

Students enrolled in an interdisciplinary engineering course analyzed data on salting practices of each municipality to determine what a consistent policy for each municipality would look like. Finally, geography students mapped Marathon County to find out what sensitive areas are affected by road salt use.

UniverCity Alliance managing director Gavin Luter said this project illustrates the possibilities for communities working with UCY.

“We had one project: road salt use. But the project was more complicated than answering one simple question,” Luter said. “By listening to what Marathon County needed, we found three different classes who could help them think through different parts of this complex challenge. Now the county has more information that can be used to help build a more informed approach to the issue of road salt use.”

Lynch also recognized the benefits a program like UCY has for students and for the greater community.

During his graduate program at the University of Iowa, he participated in the Iowa Initiative for Sustainable Communities. Like UCY, this program is a member of Educational Partnerships for Innovation in Communities Network (EPIC-N), which is a network of institutions with community partnership models that match student learning with real-world challenges.

“The UCY program is a great resource for students and for the state as a whole,” Lynch said. “I found [the Iowa Initiative for Sustainable Communities] absolutely invaluable, and it provided me with the real world experience that you don’t often get as a student.”



Civil and environmental engineering students offered preliminary designs to improve roadways, including the intersection shown above of Forest and North Sixth Streets in downtown Wausau.

12 Exploring EMS interventions for increased efficiency and sustainability in Marathon County

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

Marathon County received three intervention areas to increase the efficiency and sustainability of emergency medical services, which are experiencing issues with efficiency, recruitment, and cost-effectiveness due to an increased call volume.

13 Recruiting and retaining EMS personnel in Marathon County

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

This report provides strategies to amplify interest in community-based emergency medical services and reduce turnover and burnout within the EMS force.



Marathon County pursued several projects related to issues affecting emergency medical services, including efficiency, sustainability, and recruitment and retention. Photo courtesy of Matt Gush | iStock

14 Analyzing Marathon County technical rescue preparedness

Interdisciplinary Engineering 303: Applied Leadership in Engineering

Paige LaPoint, Greg Harrington

Following a cost-benefit analysis, students recommended that the Marathon County Emergency Rescue Team could be disbanded and consolidated with the Wausau Fire Department.

- 15 Promoting and improving household disaster planning in Marathon County**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington
In an effort to help more Marathon County residents prepare for disaster, this report outlines steps for implementing events and campaigns to increase awareness of existing information through the county.
- 16 Coordinating and expanding severe weather notification**
Interdisciplinary Engineering 303: Applied Leadership in Engineering
Paige LaPoint, Greg Harrington
This report includes strategies to educate and engage Marathon County residents on severe weather and options for severe weather notification systems to implement.
- 17 Designing an emergency management planning workshop and outreach strategy**
Master's of Public Health Applied Practical Experience Project
Tarakee Jackson
This project will create outreach and training materials for municipalities within Marathon County in order to assist them with the development of individual emergency management plans. This work will be completed during the fall 2022 semester.
- 18 Addressing criminal case delays in Marathon County courts**
Internship
Cecelia Klingele
A student gathered data and information to analyze the system Marathon County uses to process legal cases.
- 19 Analyzing the Marathon County criminal justice database systems**
Internship
Lanny Glinberg
Marathon County is looking for improved methods of communicating and sharing data between departments. This project will research possible solutions.
- 20 Improving Marathon County legal case processing time**
Industrial Systems Engineering 450: Senior Capstone Design
Terry Mann
After analyzing data and interviewing stakeholders, industrial systems engineering students made three recommendations to improve the District Attorney's Office's court processes.

21 Increasing elementary school attendance in the D.C. Everest and Wausau School Districts

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

In response to area elementary schools that struggle with student absence challenges, public health students outlined three evidence-based strategies aimed at increasing elementary school attendance in these school districts.

**22 Identifying root causes of truancy in elementary school children
UW-Green Bay Independent Student Research**

This project builds on research conducted by public health students on Marathon County's elementary student absence challenge. The project interviewed families of children in elementary grades and provided insights about how to reach these families.

**23 Measuring what matters: data-driven evaluation of justice programs
Independent Student Research**

Lanny Glinberg

This project aims to determine the best data to collect to evaluate impact of the county's alternative justice programs. This project is ongoing and will be completed in the coming year.

**24 Evaluating Marathon County's drug treatment court
Nursing 906: DDP Nursing Scholar Program: Independent Student Research**

Pam McGranahan

This project offered evidence-based recommendations to foster ongoing public support for this specialized court that serves as an alternative to incarceration. The report added to national and state data to improve national measures of success for drug treatment court evaluations.

**25 Assessing impacts of the Marathon County Start Right Program
Independent research consultation**

Barry Delin

Marathon County Health Department requested an evaluation of a public program that includes prenatal care coordination and a home visiting program for children from birth through five years old. This independent research project offers 12 recommendations primarily aimed at improving the ability to assess program activities and outcomes.

**26 Evaluating process and outcomes of the Marathon County OWI Court
Master's of Public Health Applied Practical Experience Project**

Tarakee Jackson

Students developed outcome measurements that Marathon County can use to evaluate the effectiveness of the OWI Court, create a framework for ongoing assessment, and advocate for rehabilitative justice.

27 Clarifying goals of the Public Safety Assessment Tool (PSA) for Marathon Courts
Cecelia Klingele

This project resulted in a consultation with Marathon County's justice system coordinator to clarify the goals of the PSA tool, which will impact how it is used in the field.

28 Establishing a foundation: a primary examination of the Marathon County Safe Streets Options Program

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

This report evaluates the program's mission, goals, format, and metrics, and creates a foundation for the county to move forward with a full assessment.

29 Improving Marathon County interorganizational communication and forming a housing coalition in Marathon County

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

This paper proposes a "how-to" guide to help Marathon County create a community housing coalition to address the need for formal sober living and transitional housing services, which aim to secure enhanced recovery resources and improvements in housing stability.



Marathon County's Conservation, Planning & Zoning Department aims to protect the community's land and environment.
Photo courtesy of Marathon County



Marathon County Public Library headquarters, shown here, are located in Wausau. Photo courtesy of Marathon County

30 Validating the proxy tool for arrest decisions in Marathon County Training

Cecelia Klingele

This partnership resulted in a consultation with Wausau Police Department leadership.

31 Evaluating and improving ADA compliance in the Wausau metro area Independent Student Research

Joel Clark

An independent student research project reviewed sidewalk accessibility in the Wausau metro area and outlined areas of improvement, prioritized recommendations, and explored funding opportunities.

32 Conducting a space needs analysis for Marathon County facilities Interdisciplinary Engineering 303: Applied Leadership in Engineering

Paige LaPoint, Greg Harrington

Engineering students analyzed how the Lakeview Professional Plaza and a vacant University of Wisconsin–Stevens Point dormitory building could be utilized in Marathon County.

33 **Reconstructing the intersection of Grand Avenue and Forest Street in Wausau**

Civil & Environmental Engineering 578: Senior Capstone Design

Jan Kucher, Mark Olienik

Preliminary designs were proposed that would create a roundabout at the intersection of Grand Avenue and Forest Street in Wausau.

34 **Planning for bicycle routes in Marathon County: Initial report**
Independent Student Research

Gavin Luter

The background research conducted for this report informed a proposal for future bike infrastructure in Marathon County.

35 **Analyzing infill opportunities in Marathon County**
Independent Student Research

Alfonso Morales

Through an extensive geographic information system inventory, this report primarily focuses on identifying where and what types of infill and redevelopment are possible through the Wausau Metropolitan Planning Organization.



Mountain-Bay State Trail, used by bicyclists, runs through Marathon County. UniverCity Year projects with Marathon County addressed proposals for future bike infrastructure. Courtesy of Wisconsin DNR



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The LGBT Center of SE Wisconsin provides training to the community, advocates for a more inclusive society, and creates a safe and welcoming place for all community members. Photo courtesy of Rene Amado



Racine County

- 1 **Supporting caregivers of youth in rehabilitation**
Clinical Mental Health Counseling 706/755: Special Topics in Psychology, UW–Parkside
Ann Friesema
UW–Parkside students conducted a literature review to determine how to support the primary caregivers of adolescents in the Alternative to Corrections through Education (ACE) program in a trauma-informed way to improve family connections.
- 2 **Empowering youth through creativity and art**
Clinical Mental Health Counseling 706/755: Special Topics in Psychology, UW–Parkside
Ann Friesema
This literature review provides recommendations for empowering youth that include mindfulness learning strategies, psychodrama, and technology to boost engagement.
- 3 **Supporting social skills for social connections in youth**
Clinical Mental Health Counseling 706/755: Special Topics in Psychology, UW–Parkside
Ann Friesema
UW–Parkside students determined that adolescents aged 15 to 17 years old could benefit from group counseling that would help youth build relationships and learn social skills and norms.
- 4 **Supporting the staff of the Alternative to Corrections through Education Program (ACE)**
Clinical Mental Health Counseling 706/755: Special Topics in Psychology, UW–Parkside
Ann Friesema
To continue supporting youth, ACE staff require unique professional support. This literature review and presentation provides best practices that will benefit staff and help them continue to provide quality care to ACE participants.

5 Exploring evidence-based strategies with families for the youth detention facility

Psychology 601: Issues in Prisoner Reentry: Senior Capstone

Patti Coffey

Students examined family engagement and the role in improving outcomes for youth, the impact of discrimination and stigma, education as a protective factor, and evidence-based treatment interventions.

6 Assessing Racine County's youth care facility operations manual, part 1
Human Development & Family Studies 501: Special Topics

Julie Poehlmann-Tynan

Students offered recommendations to inform the development of the Racine County Youth Development and Care Center after reviewing relevant academic research and national best practices that consider trauma and racial equity and inclusion.



Downtown Racine, Monument Square. Photo credit: Jeremy Atherton

Racine County uses ‘resource library’ to inform best practices

Youth Development and Care Center superintendent Antonio Chavez said the feedback from UniverCity Year has been “priceless.”

As Racine County’s youth development care center superintendent, Antonio Chavez is always looking for the best tools to foster an inclusive environment for the young people housed at Racine County Juvenile Detention.

Both staff and youth at the care center benefit when diversity is valued.

“We’re actually more innovative, and we work better when we have all these different experiences,” Chavez said. “From a staffing purpose, it’s so much more collaborative to have experiences and backgrounds because of who we watch. It’s so important for the kids to see that because they’re going back out into our communities.”

To inform best practices at Racine’s current facility and at a new center expected to break ground next year, Racine County partnered with University of Wisconsin–Madison students through the UniverCity Year program to compile evidence-based practices to train staff on diversity, equity, and inclusion that could be used in future staff training modules.

This resource library, created by Global Health students, includes a video series and modules about diversity, equity, and inclusion, case studies, discussion worksheets to facilitate collaborative activities about implicit biases, and articles that discuss cultural and linguistic competency.

“It makes me really pleased that our students are assisting with addressing diversity around the state,” said UniverCity Alliance co-chair Lori DiPrete Brown.

UniverCity Alliance managing director Gavin Luter said the project was “exciting to see unfold” and offered a unique chance to partner with medical students.

“These students listened to Chavez’s most pressing needs, and they delivered exactly what

he wanted,” Luter said. “There aren’t many opportunities where we get to work with aspiring medical students. These experiences open our students’ eyes and will hopefully make them better medical professionals by making them more aware of social issues.”

Chavez said the care center uses resources like the ones included in the library during onboarding of new staff and in ongoing training. He’s also keeping in mind diversity when hiring, so that youth can see themselves represented among staff at the care center.

“Kids need to be able to see mentors and people that they can look up to,” Chavez said.

In activities for the youth, Chavez said he also aims to highlight different cultures through a UW Extension culinary program. He also hopes to incorporate artwork into the new facility that celebrates multiculturalism.

Chavez said partnerships like UniverCity Year are important in the care center’s efforts to engage the broader community.

Racine County is partnering with UniverCity from 2020–23 to understand best practice in juvenile justice, including the design, construction, hiring practices of detention workers and staff, as well as classroom and trauma-informed care practices to ensure its most vulnerable youth – particularly young people of color—are placed in a facility that can foster long-term success upon after to the community.

“[The partnership] has been priceless when it comes to the feedback,” Chavez said. “Getting people outside of the community involved gives us a different perspective when it comes to some of the ways we handle youth, the way we educate youth, the way we train staff, and the way we share information.”



Youth hold up artwork at a RAM on the Road program, which seeks to engage the Racine community by taking art education programs on the road in a vehicle covered with art and stocked with materials and supplies. Community partnerships were a recommended strategy to incorporate at the Racine youth care facility. Photo courtesy of RAM Staff

7 **Resource library for diversity, equity, and inclusion and reducing recidivism**
Nutritional Sciences 421: Global Health Field Experience

Lori DiPrete Brown

A compilation of resources that include video series and modules, discussion worksheets, case studies, and articles provides a helpful toolkit for county leaders.

8 **Recommending evidence-informed programming for engaging the community**

Criminal Justice 365: Race, Crime, Law; UW–Parkside

Aubri McDonald

UW–Parkside students researched recommendations for the youth care center that were informed by a juvenile justice model that recognizes the value of community engagement and focuses on therapeutic youth development rooted in dignity and respect.

9 **Assessing Racine County’s Youth Care Facility operations manual, part 2**
Political Science: Independent Student Research

Joel Clark

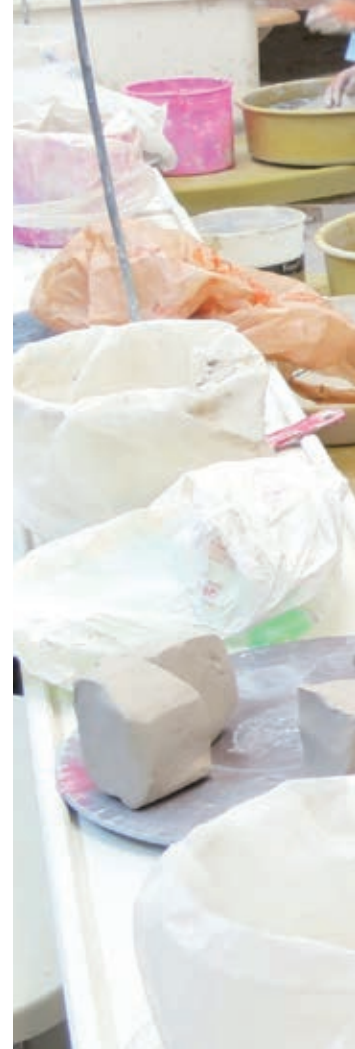
Building on original recommendations, this report provides an expanded review of policies to assist Racine County commit to a higher standard of care.

10 **Exploring evidence-based strategies with families and community members working with youth, part 2**

Psychology 601: Issues in Prisoner Reentry: Senior Capstone

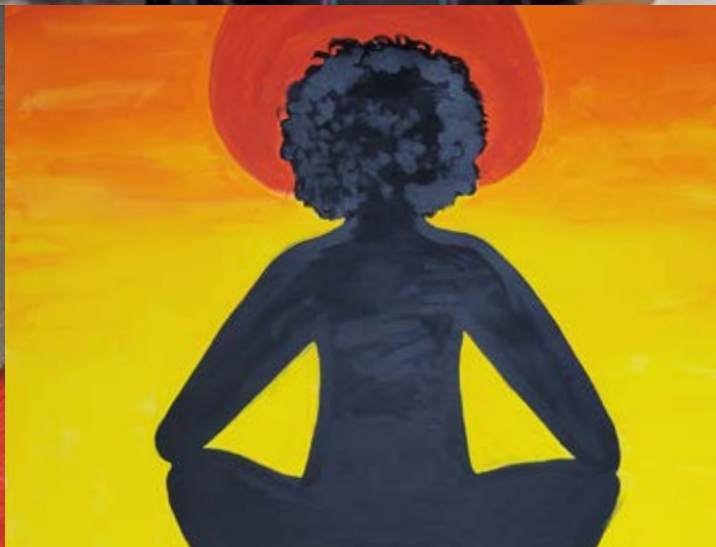
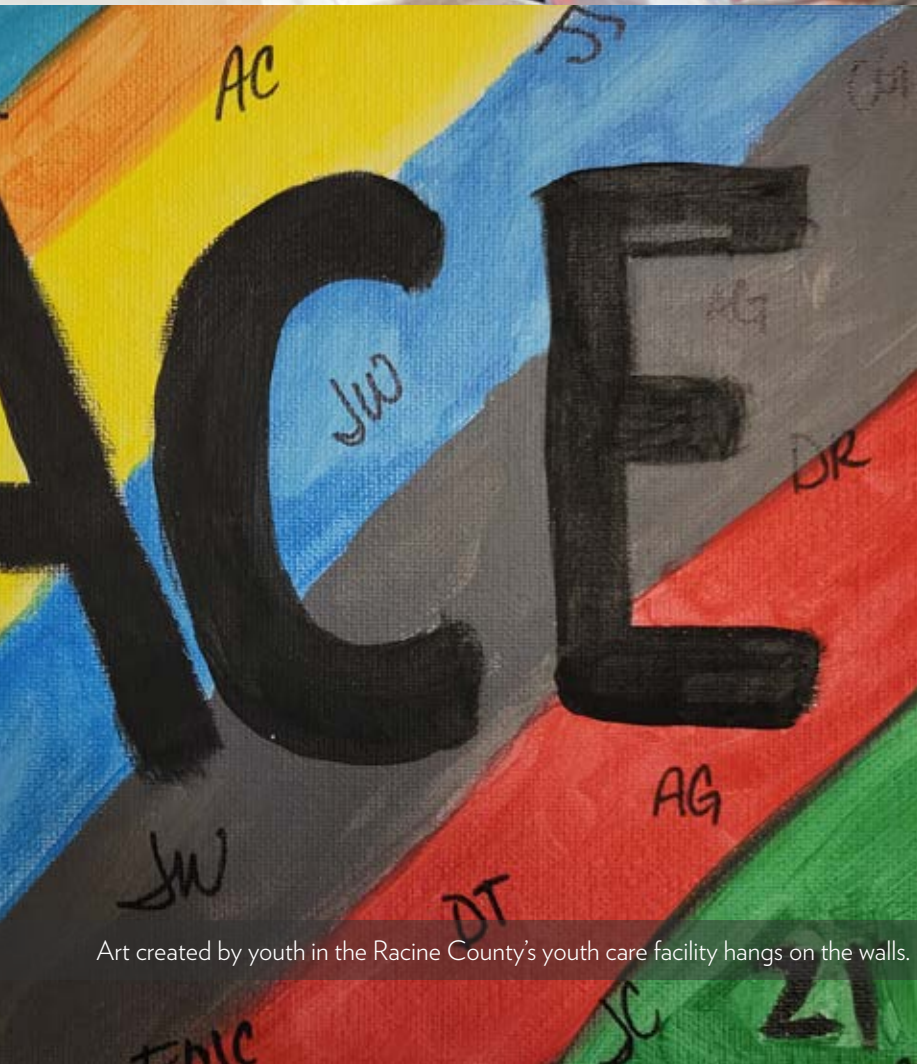
Patti Coffey

This report includes recommendations on addressing bias against incarcerated youth, evidence-based treatments to consider implementing at the Racine County Youth Development and Care Center, and research on the role of family engagement.





Youth making art on pottery wheels during a class at the Racine Art Museum. Art and creativity can empower youth and inspire productive programming for the Racine County Youth Development and Care Center to implement. Photo courtesy of RAM Staff



Art created by youth in the Racine County's youth care facility hangs on the walls. Photo credit: Gavin Luter



An aerial view of the Village of Waunakee's downtown neighborhood with Main Street running through the center.
Photo courtesy of Village of Waunakee

An aerial photograph of the Village of Waunakee, showing a mix of residential houses, green trees, and a church with a prominent steeple in the background.

Village of Waunakee

1 Reviewing policing practices and policies

Independent Student Research

Joel Clark

This report provides recommendations on progressive policing informed by research and literature to guide the Waunakee Police Department work in creating a safe and inclusive community.

2 Auditing Waunakee property and management maintenance ordinance

Law 854: Neighborhood Law Clinic

Mitch

This report identifies areas in the Village of Waunakee's municipal code that could be changed to create a more welcoming, equitable, and accessible future for all residents.

3 Creating the “Waunakee is Home” media campaign

Journalism & Mass Communication 445: Creative Campaign Messages

Doug McLeod

Journalism students created a diversity, equity, and inclusion campaign that the Village of Waunakee can use to foster a more welcoming community.

4 Exploring a land acknowledgment statement for Waunakee

Environmental Studies 600: Environmental Studies Capstone

Jessie Conaway

Environmental Studies capstone students drafted a land acknowledgement statement recognizing the Ho-Chunk Nation that the Village of Waunakee later adopted.

5 Developing cultural resources management protocol for Waunakee

Environmental Studies 600: Environmental Studies Capstone

Jessie Conaway

This project recommended guidelines and protocols for Ho-Chunk Nation cultural resource management within the Village of Waunakee's green spaces.

6 Offering educational opportunities on Ho-Chunk culture for the Waunakee Community

Environmental Studies 600: Environmental Studies Capstone

Jessie Conaway

In the spirit of providing insight into and recognition of the past, present, and future of Ho-Chunk history and culture, students proposed educational materials, including physical installations, art exhibit recommendations, and a speaker series.



Each November, the Ho-Chunk Nation flag, shown here, will be flown at all Waunakee Community School District buildings.
Photo credit: John Hart, *Wisconsin State Journal*

- 7 **Developing educational programming on Ho-Chunk culture for the Waunakee School District**
Environmental Studies 600: Environmental Studies Capstone
Jessie Conaway
This project compiles resources and curricula for the Waunakee Community School District to guide and assist educating students about Ho-Chunk culture, ecology, and history.
- 8 **Mapping Ho-Chunk cultural resources in Waunakee**
Environmental Studies 600: Environmental Studies Capstone
Jessie Conaway
This project resulted in a map that documents Ho-Chunk history, language, and culture in the the Village of Waunakee and the Town of Westport.
- 9 **Designing community-based installations of Ho-Chunk culture in Waunakee**
Environmental Studies 600: Environmental Studies Capstone
Jessie Conaway
To educate park visitors about Ho-Chunk history, language, culture, and ecology, students recommended using signs and kiosks that provide insights into and recognize the Ho-Chunk people.
- 10 **Reviewing human resources processes through the lens of diversity, equity, and inclusion**
Industrial & Systems Engineering 450 Senior Capstone: Senior Capstone Design
Terry Mann
The goal of this audit is to generate an applicant pool for the Village of Waunakee that is proportional to the population diversity of Dane County by implementing new hiring and recruiting processes.

- 11 **Improving diversity, equity, and inclusion practices of human resources management in the Waunakee Administrator's Office**
Management & Human Resources 705: Human Resource Management
Loren Kuzuhara

To recruit diverse job candidates in the Village of Waunakee, this report offers recommendations for job hiring tools, recruitment, and unconscious bias training.
- 12 **Improving diversity, equity, and inclusion communication practices in Waunakee**
Management Human Resources 705: Human Resource Management
Loren Kuzuhara

An analysis of the Village of Waunakee's communications strategies led to recommendations that aim to make them more accessible by diverse groups of people represented in the community.
- 13 **Encouraging mental health help for seniors in Waunakee**
Journalism & Mass Communication 445: Creative Campaign Messages
Doug McLeod

Destigmatizing accessing mental health resources is a priority for the Waunakee Senior Center. This student-created media campaign provides strategies to promote wellbeing and overall health.
- 14 **Destigmatizing mental health among seniors in Waunakee**
Public Health 780: Evidence-Based Decision-Making
Barbara Duerst

Public Health students outlined three evidence-based interventions to destigmatize mental health among the Village of Waunakee's senior population.
- 15 **Confronting mental health in the Waunakee Community School District**
Journalism & Mass Communication 445: Creative Campaign Messages
Doug McLeod

This media campaign provides strategies and tools for the school district to implement with the goal of increasing understanding about accessing mental health resources.

16 Supporting mental health in Waunakee's school-aged population and proposing a Coordination of Services Team (COST) model

Public Health 780: Evidence-Based Decision-Making

Barbara Duerst

This report recommends the COST model as a key intervention to address the Waunakee Community School District's concerns over a rise in Individualized Education Plan referrals from clinicians catering to well-resourced families.

17 Waunakee commemorates the legacy and resiliency of the Ho-Chunk Nation

Management and Human Resources 747: Impact Consulting for Arts and Cultural Organizations

Angela Surdyk, John Richardson

Bolz Center for the Arts students recommended two strategies for the Village of Waunakee and the Ho-Chunk Nation to create accurate and meaningful acknowledgements of the Ho-Chunk people within the Village. These include updating existing official signage that is inaccurate and culturally insensitive and creating a new, unconventional historical marker.

18 Implementing mental health strategies to help Waunakee seniors
Master's of Public Health Applied Practical Experience Project

Tarakee Jackson

This project will build on recommendations for reaching senior citizen in Waunakee in support of mental health and well being. This project will be completed during the summer term 2022.



Community members enjoy the Waunakee Senior Center's patio. Photo courtesy of the Waunakee Senior Center

Waunakee prioritizes diversity, mental health in UniverCity partnership

University of Wisconsin–Madison journalism students created campaigns for the Village of Waunakee with the goal of valuing diversity and normalizing mental health.

As communities across the nation have grappled with the coronavirus pandemic and nationwide calls for racial justice over the past two years, Dane County’s Village of Waunakee confronted the issues in partnership with University of Wisconsin–Madison journalism students.

Waunakee partnered with the UniverCity Year program in pursuit of a more just, equitable, and inclusive community. Students worked to develop communications campaigns to encourage diversity and normalize mental health resources — a need exacerbated by the pandemic. Their projects showed how the two efforts are connected.

“No matter what our background is, our stories, or where we came from, what brings us together is that we all want to make contributions to our community. That brings a sense of belonging—those are key things for the mental health of anyone in their community,” said Village of Waunakee resident Silvia Guerin.

School of Journalism and Mass Communication students enrolled in Professor Doug McLeod’s Creative Campaign Messages class (Journ 445) worked closely with Waunakee leaders during the fall 2021 semester to meet the village’s goals.

Students created a suite of print, digital, and social media products, like flyers, a website, and Instagram campaigns. Village leaders were impressed that much of the students’ work can be implemented.

Village administrator Todd Schmidt said the challenge to making a community as welcoming as possible lies in “not knowing what we don’t

know.” Working with UW–Madison faculty and students not only illuminated areas of improvement, he said it brought fresh perspectives on community challenges.

“When those are revealed, then we can look at new ways to address those issues with a goal of moving toward being the most welcoming community that we can be,” Schmidt said.

Partnering with UniverCity Year has also allowed the Village of Waunakee the additional resources to make progress beyond the urgent, day-to-day responsibilities that so often consume the small but “capable, very caring” village staff.

“This partnership with UniverCity Year has at least made me feel as the village administrator that we have moved the needle on some of the most important work that we need to do that often gets buried under the day-to-day grind,” Schmidt said.

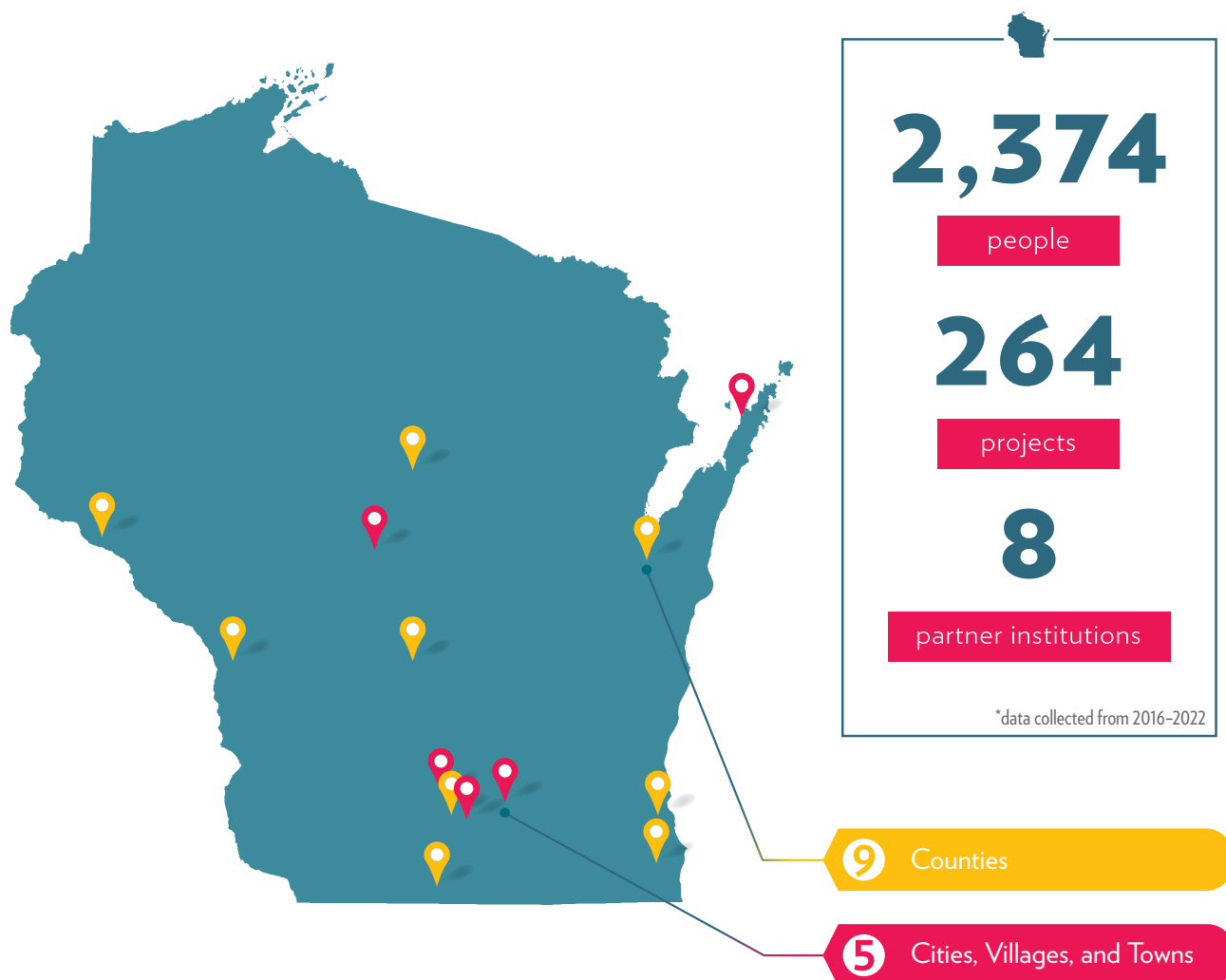
UniverCity Alliance Managing Director Gavin Luter said what makes the partnership with Waunakee important is that the village knew what it needed: “an injection of fresh perspectives mixed with practical, tangible deliverables that advance long-term goals.”

“Students and faculty can, with our community partner’s help, produce helpful materials that respond to community issues,” Luter said. “Some might be surprised by this, but I’m not. This is exactly what we’re trying to do: show the state that UW–Madison can be a force for positive change.”



Students holding hands during group exercise. Photo courtesy of Fizkes | iStock

UniverCity Year Amplifies the Wisconsin Idea



Adams County
Brown County
City of Monona
City of Wisconsin Rapids
Dane County

Green County
La Crosse County
Marathon County
Milwaukee County
Pepin County

Racine County
Village of Egg Harbor
Village of Marshall
Village of Waunakee



UniverCity Year 2021-24 partners are Columbia, Polk, and Outagamie counties, Town of Germantown, City of Stoughton, and the Koshkonong Creek Collaboration, which includes the City of Sun Prairie, Towns of Deerfield and Cottage Grove, and the nonprofit Friends of Koshkonong Creek with support from Badger Farms.



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