

Academic Diversity & Inclusion Committee
Agenda
December 14, 2021, 1 PM via Zoom

- I. Minutes from Zoom meeting November 9 and electronic meeting November 16 have already been approved by electronic vote
- II. Welcome and Introduction of Michelle Godinet, Equal Opportunity Director
- III. Discussion
 - a. Dr. Juliann Mazachek on classrooms for education courses and the future of Carnegie
 - b. Report of campus climate incidents
- IV. Old Business- none
- V. New Business- draft definitions of diversity, equity, inclusion, and belonging (attachment p. 2)
- VI. Announcements
 - a. WUmester 2022
 - i. Harman Lincoln Lecture Feb. 2 at 7 PM, BTAC, by Kellie Carter Jackson, Associate Professor at Wesley College and author of *Force & Freedom: Black Abolitionists and the Politics of Violence*.
 - ii. WUmester Keynote Event March 1, 6 PM, BTAC, by Albert Woodfox, a member of the Black Panther Party wrongfully convicted of murder and held for 43 years in solitary confinement until he was freed by the Innocence project. Mr. Woodfox is also the author of *Solitary: Unbroken by Four Decades in Solitary Confinement. My Story of Transformation and Hope*.
 - iii. Mulvane WUmester Exhibit February 4–July 23, 2022: Curated from the permanent collection, the exhibition will explore the various meanings and definitions of truth. In particular it will consider how distinct identities shape perspectives and understandings of social and political issues.
 - iv. Screening of [Fruits of Labor](#) and discussion with filmmaker, date TBA.
 - v. [WIFI Film Festival](#) April 29–May 1, 2022: Events include a workshop on making historical documentaries that accurately and professionally shed light on unknown stories.
 - vi. Monthly challenges also in the works again this year.
 - b. www.washburn.edu/dicourses

Diversity	Working definition of diversity: the fact of human difference, including the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include socioeconomic status, race, ethnicity, nationality, place of origin, language, ability, gender identity, gender expression, sexual orientation, religious and non-religious identity, political and social ideology, family background, veteran status, and age, as well as the intersections of these identities.
Equity	Equity is the intentional reconsidering and readjusting of curriculum, co-curriculum, policy, culture, and pedagogy to achieve fairness, impartiality, and justice in all aspects of student success by ensuring students have equal access and opportunity. Equity acknowledges barriers resulting from life experiences and situations including, but not limited to, colonialism, socioeconomic status, construction of race, gender identity, sexual orientation, disability, class, age, mental health, prejudice, and inconsistent and unfair opportunities.
Inclusion	Inclusion, a core value of Washburn University, refers to the intentional, ongoing effort to ensure that diverse individuals and groups fully participate in all aspects of the community and university, including decision-making processes. It also refers to the ways that diverse individuals and groups are welcomed, valued, supported, respected, and able to reach their full potential. Washburn commits itself to cultivating an inclusive learning, living, and working community, facilitating the success of all people, and supporting all individuals. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."
Belonging	Belonging is the sense of being seen, supported, and valued by the community. When people belong, they are able to be their authentic self. Diverse, inclusive, and equitable communities foster a sense of belonging.