

Academic Diversity & Inclusion Committee Meeting Minutes
May 10, 2022, 1:00 PM via Zoom

Present: Kelly Erby, Beth O'Neill, Danielle Dempsey-Swopes, James Barraclough, Jason Miller, Jim Smith, Mary Sundal, Melanie Burdick, Allan Ayella, Isaiah Collier, Kim Morse, Connie Gibbons, Dennis Etzel, Barbara Scofield, Joey DeSota, Kelly McClendon, Verliisa Cradle, Erin Grant, Tina Williams, Kristine Hart.

Guest: Jennifer Ball

- I. A motion to approve the minutes from April 12, 2022 committee meeting was made and seconded, and the minutes were approved.
- II. Old Business
- III. New Business
 - a. Report on ADIC 2021-2022 goals. Kelly shared a progress report and discussed current status of the goals set for the 2021-2022 academic year. Discussion on all goals was held. In regard to the goal about institutional definitions for diversity, equity, inclusion, and belonging, Danielle offered that solidifying the definitions could help to focus responses on the 2023 climate survey. In regard to sharing resource referral guide, committee members discussed ways to get the guide into the hands of faculty and Kelly asked that members share the document with their colleagues in the Fall as well. Some ideas included D2L modules about resources that faculty could copy and put on their course page, email/D2L announcement prompts that can be sent to students, sharing at New Faculty Orientation, and a roundtable event for faculty (modeled after assessment extravaganza). Kelly will create a shared document with the goals and asks that members add any additional thoughts that they have to the document.
- IV. Discussion
 - a. 2020 Climate Survey-Jennifer Ball provided an overview of the quantitative portion of the survey, and discussed some of the reasons that the quantitative analysis and reporting process took as long as it did. While most students reported positive perceptions, students belonging to non-majority groups tended to be less likely to report positive perceptions. Jason Miller provided an overview of the qualitative portion of the survey and shared that the vendor didn't provide any assistance with analyzing the qualitative data, and didn't provide demographic data linked with the qualitative responses. He also noted that because there was no framing around the qualitative questions (i.e., to link to DEI explicitly), responses varied widely and many had little to do with DEI.
 - i. Recommendations for survey instrument/vendor for 2023 survey: Danielle and Christa Smith are currently exploring possible vendors for the 2023 survey. If any committee members hear of ideas, please pass along.
 - ii. Recommendations for where/how to share results in fall: Several committee members shared ideas for the sharing of the results, to include

specific student groups like WSGA and multicultural organizations, CTEL workshops to share with faculty and staff, general faculty meeting, faculty senate, staff council, We Are First, and open forums. Discussions were held regarding doing a combination of reporting out on results, and focus groups that allow for exploration about the results and action planning. It was also noted that we need to be sure to include staff (i.e., not just teaching faculty), and WUTech in the dissemination plans. It was also shared that dissemination should be a shared responsibility; there shouldn't be just one person in charge of doing all dissemination.

- iii. Recommendations for action items to address problems noted in results: If committee members think of ideas, forward to Kelly.

V. Announcements

- a. Tilford Conference hosted by Washburn, October 6–7, 2022; call for proposals due July 1—please spread the word!
- b. www.washburn.edu/dicourses-- *UPDATED FOR FALL*

VI. Meeting was adjourned at 1:40 PM.