

Academic Diversity & Inclusion Committee
Agenda
November 8, 2022, 1 PM Vogel Room

- I. Approve minutes from Sept. 13, 2022 meeting—see p. 2–3
- II. Old Business
 - a. 2022–2023 Goals & Subcommittee Assignments—see p. 4–8
 - b. Juneteenth as University Holiday—see p. 9–11
 - c. WUmester 2023 Brainstorming & Discussion—see p. 12–13
- III. Concerns, Questions from Committee Members
- IV. Announcements

Academic Diversity & Inclusion Committee Meeting Minutes
September 13, 2022, 1:00 PM in Vogel Room

Present: Kelly Erby, Beth O'Neill, Danielle Dempsey-Swopes, Jason Miller, Jim Smith, Mary Sundal, Melanie Burdick, Isaiah Collier, Dennis Etzel, Barbara Scofield, Joey DeSota, Kelly McClendon, Erin Grant, Valerie Mendoza, Erin Grant, Muffy Walter, Leah Brown, Matthew Nyquist, Kara Kendall-Morwick, Sara Step, Chaz Havens, Izzy Wasserstein, Tina Williams, Kristine Hart

- I. A motion to approve the minutes from the May 10, 2022 committee meeting was made and seconded, and the minutes were approved.
- II. Old Business
 - a. Review of ADIC Discussion Guidelines, adopted 4/13/21. Erby asked committee members to review the guidelines as a reminder for our work this year. Members are asking to bring any conversation regarding proposed changes to the next meeting.
 - b. Tilford Conference 2022
 - i. Dempsey-Swopes provided an update on the Tilford Conference, including the opening and keynote speakers, and the lunch panel. WU is hosting in both 2022 and 2023. There will be 40 different offerings at the 2022 conference. Volunteers are needed for 10/6 to assist for two hours between 12PM-8PM. As of this morning, there are 178 registrants. Hoping to double that by the time the conference begins.
- III. New Business
 - a. 2022-2023 ADIC Goals. Erby provided an overview of the 2022-2023 goals that were drafted following conversation with committee members and the interim-VPAA. Erby invited discussion about the goals and possible. Erby asked people to email regarding any further questions/ideas, and passed around a sheet to sign up for subcommittees. The following revisions were discussed during the meeting:
 - i. Discussed revising the goal regarding climate survey to also include dissemination of results from 2020 climate survey.
 - ii. Held discussion to get more information regarding goal #6 (to clarify the subcommittee's function and refine language for goal.
 - b. Juneteenth as University Holiday. A member has recommended that this committee draft a resolution asking that the university adopt Juneteenth as a University Holiday. Discussion was held regarding whether the surrounding community recognizes it (Shawnee County does), the implications of it on other recognized holidays (e.g., would we lose a different holiday?), and whether the university would be closed vs. no classes. Etzel and other interested committee members will further discuss and present more information at next the meeting.
- IV. Concerns, Questions from Committee Members
 - a. Miller discussed increased usage of campus food pantry program (Bods Feeding Bods), and that they have been struggling to keep stock for students to use. They are currently in need of all types of food products. It seems that food insecurity and basic needs issues for our students is a real concern, and LINC is working on

amplifying efforts to address this dire need. For example, a workshop to help students learn how to apply for SNAP will take place, and conversations with national initiatives about how WU can be involved. Members were also informed that students can go to iCard office and say that Bods Feeding Bods recommended them and they can get five free “swipes” for Chartwells, but Chartwells does have a cap on the number of swipes they will donate per semester. Faculty can also donate to Bods Feeding Bods through the WU Foundation, and they are often able to purchase food items for cheaper than we can buy at the grocery store to then donate.

- b. Sundal reported that the African American and African Diaspora minor currently has no students. Sundal would appreciate assistance with getting the word out to students. Brief discussion was had on potential marketing ideas. Sundal will email a flyer out to committee members.

V. Announcements

- a. WUmester 2023
- b. Chris Singleton
- c. Kansas Speaks Out: Poems in the Age of Me, Too
- d. Jacobs Lecture
- e. Additional announcements

VI. Meeting was adjourned at 2:01 PM.

ADIC Subcommittee Assignments 2022–2023

Subcommittee	Members
Goal/Subcommittee 1: Facilitate consideration, discussion, and understanding of institutional definitions of diversity, equity, inclusion, and belonging.	Kara K-M
	Mary Sundal
	Erin Grant
	Izzy Wasserstein
	Barbara Scofield
Goal/Subcommittee 2: Assist in the planning for Washburn to host the annual Michael Tilford Conference on Diversity and Multiculturalism in 2022 and 2023.	
	Jason Miller
	Chaz Havens
	Kelly McClendon

	Tina Williams
	Erin Grant
Goal/subcommittee 3: Support dissemination of 2020 climate survey results and implementation of 2023 climate survey.	Erin Grant
	Chaz Havens
	Beth O'Neill
	Shelley Bearman
Goal/Subcommittee 4: Continue to examine data related to faculty/staff demographics and make recommendations for future areas of study or improvement.	

	Gillian Chadwick
	Melanie Burdick
	Leah Brown
	Norma Juma
	Allan Ayella
Goal/Subcommittee 5: Assist CTEL Director CTEL Coordinator of Inclusive Teaching and Learning in defining inclusive pedagogies, reviewing resources available to assess inclusive teaching practices at Washburn, and developing ideas for CTEL programming related to inclusive pedagogies.	Kara Kendall-Morwick
	Valerie Mendoza
	Izzy Wasserstein
	Muffy Walter
	Cherry Steffen

Goal/Subcommittee 6: Assist and advise in developing and implementing best practices to improve retention of students of color.	James Barraclough
	Isaiah Collier
	Valerie Mendoza
	Kristine Hart
	Kim Morse
	Teresa Canty
Goal/subcommittee 7: Assess current faculty/staff recruitment efforts.	Keith Tatum
	Joey DeSota
	Dennis Etzel, Jr.
	Jim Smith

Goal/Subcommittee 8: Coordinate successful WUmester on the topic of "Health & Healing."	Isaiah Collier
	Danielle Dempsey-Swopes
	Kara K-M
	Connie Gibbons
	Kris Hart
	Matt Nyquist
	Sarah Stepp

Juneteenth

ADIC meeting November 8, 2022

Dennis

With Juneteenth officially a federal holiday in 2022, Washburn has the chance to be a leader for recognizing the historical significance and acknowledging the importance of Juneteenth by being the first of Kansas universities and State organizations to make this Federal holiday not only a University holiday, but grant a paid day off for staff.

It is a day off for Topeka and Shawnee County employees, but without pay which would require a change to the State statutes.

Having Juneteenth as a holiday day off would take place during the first five-week summer session and the full summer session.

The first five-week session begins the day after Memorial Day, a Tuesday, and ends on a Thursday of the fifth week. It is the same with the full session. It begins on the day after Memorial Day and ends on a Thursday.

We could adjust by ending the term on a Friday. (Fridays are considered part of the term.)

Dear colleagues, as brief as this is, am I missing anything? Shall we move forward to acknowledge Juneteenth as a day to celebrate with time off, just as important as the Fourth of July?

<https://www.cjonline.com/story/news/state/2022/06/07/juneteenth-2022-holiday-when-kansas-advocates-want-state-recognition/7533860001/>

Subject: RE: Adding a University Holiday?

Kelly:

I had been asked to check how this day was being observed at the other KBOR schools this past June. At that time neither they (KSU, WSU, KU) nor the State of KS were observing this day as a paid employee holiday. I did find that Shawnee County recognizes the day as a paid holiday (https://www.snco.us/county/holiday_schedule.asp).

After a quick online search this morning, I am still unable to locate any information on KSU, WSU or KU adding June 19th as a paid holiday for 2023. While KBOR and the State may not recognize the day as a paid holiday currently, it doesn't mean they won't still consider for 2023.

In the past, when we wanted to implement a change in personal leave accruals/holidays, I prepared a spreadsheet identifying and comparing the respective information for WU, KBOR schools, State of KS and JCCC. The information was discussed at e-Staff and I believe additional follow up with Dr. Farley was needed before we made a change to the WUPRPM, updated the Banner system, etc...

Does this information help?

Teresa

From: Kelly Erby <kelly.erby@washburn.edu>
Sent: Tuesday, October 4, 2022 12:35 PM
To: Teresa Lee <teresa.lee@washburn.edu>
Cc: Laura Stephenson <laura.stephenson@washburn.edu>
Subject: Adding a University Holiday?

Hi Teresa,

The Academic Diversity and Inclusion Committee that I chair is interested in information about what all is involved in adding another university holiday to the calendar. They are specifically interested in putting forth a recommendation to the administration that WU observe (close) on June 19, Juneteenth. But before recommending this, they want to know more about what should be considered, how it will affect university operations, academic calendar, employee benefits, etc. Dr. Stephenson suggested I reach out to you about this. Would you be available to talk to me about this, or alternatively would you consider attending a future ADIC meeting (preferably next Tuesday at 1 PM) to discuss? I'd be happy to discuss with just you, of course, before the full meeting.

Thanks for your consideration.

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Dr. Kelly Erby (she/her) [What does this mean?](#)
Professor of History
Associate Dean, College of Arts and Sciences
Washburn University, Topeka, KS
Students: [Schedule an appointment with me in Navigate](#)
[Kansas History: A Journal of the Central Plains](#)

Subject: RE: Adding a University Holiday?
Date: Wednesday, October 12, 2022 at 1:28:30 PM Central Daylight Time
From: Teresa Lee
To: Kelly Erby

Kelly:

I did an analysis for the increase in personal leave accrual, but did not for the holiday. For the additional holiday we discussed the provision that those individuals required to work on a paid holiday would receive additional pay. I did have to work with the union – but since then I have changed the wording in the union agreement so we won't need to worry about it if June 19th is added.

One option I had brought up before was the implementation of a "floating holiday". This would time any leave eligible employee would be able to use each fiscal year for their own purpose (for accounting reasons we wouldn't want to carry it over to the next fiscal year). So, you may want to consider this option as well.

Please note I would never recommend removing an employee paid holiday which is already recognized.

If you have any additional questions please let me know.

Teresa

From: Kelly Erby <kelly.erby@washburn.edu>
Sent: Wednesday, October 12, 2022 1:08 PM
To: Teresa Lee <teresa.lee@washburn.edu>
Subject: Re: Adding a University Holiday?

Thanks, Teresa, for this information. Is any cost analysis required? Or some committee members seemed concerned that if this date were added as an observed holiday, WU might take away an existing holiday. It doesn't sound like you think that would be the case from what you've written here.

Thanks again.

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Professor of History
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From: Teresa Lee <teresa.lee@washburn.edu>
Date: Wednesday, October 12, 2022 at 8:58 AM
To: Kelly Erby <kelly.erby@washburn.edu>
Cc: Laura Stephenson <laura.stephenson@washburn.edu>



Spring 2023: Health & Healing

The words “health” and “healing” are both derived from the same Old English word “hale,” meaning “wholeness, being whole, sound, or well.” But while health is a state or goal, healing is a process; healing invites us to take action. And although healing is often associated with “cure,” a restoration of health, it is actually considerably broader than this. Healing can be an intensely private, subjective experience that varies by culture, time, place, and person. Healing may occur when a chronically ill person dies at home surrounded by family and friends, or when two people talk out their differences. Commemorating a historic injustice can help heal, as can naming a once-mysterious medical condition. Devouring junk food and laughing on the couch with your best friend may not be healthy, but it sure can be healing.

WUmester 2023 will examine health and healing from the perspectives of academic disciplines across campus and through a variety of co-curricular programming. It will help us explore key contemporary problems and debates, from physical health and healing as we navigate an endemic state of COVID-19 to the health of our democracy and healing of our national discourse, from financial health and healing amidst an epidemic of student loan debt to environmental health and the healing of our planet.

Possible subtopics include:

- social construction & cultural definitions of health & healing
- mental health
- socioeconomic contributors to health & healing
- disability & ableism
- fatphobia
- histories of medicine
- bioethics
- reconciliation
- liberation from historic oppression
- healing from war & other large-scale trauma
- LGBTQ healthcare
- spirituality
- resilience
- self-care and self-love
- the "healthy aging" movement
- discrimination in healthcare & medical research
- public health
- the healthcare system & access to healthcare
- health of the economy
- financial health
- healing justice
- holistic interventions into generational trauma
- environmental health
- reproductive healthcare
- paid & unpaid caregiving

Learn more: www.washburn.edu/wumester