Academic Diversity & Inclusion Committee
Agenda
November 12, 2019 1 PM Shawnee Room

I.   Approval of minutes from October 8 meeting (attachment p. 2)
II.   Reports from Student Organization Meetings
III.   Old Business
       a. Update on Proposed Minor Program
       b. Update on Multicultural Resource Center
IV.   New Business
       a. Affinity Groups (Sundal) (attachments beginning p. 3)
             i. Review of documents
             ii. Discussion of next steps

Academic Diversity & Inclusion Committee Minutes
October 8, 2019 1 PM Shawnee Room

Present: Berumen, Brown, Dempsey-Swopes, Desota, Erby, Etzel, Gibbons, Grant, Hart, Juma, Kendall-Morwick, McClendon, O'Neill, Petersen, Posey, Sundal, Thimesch, Wasserstein, Zamora

I. The minutes from the September 10 meeting were approved with one correction of a typo
II. Reports from Student Organization Meetings
    1. First Generation student meeting (Berumen)
        I. October 16, from 4pm, Mabee 302
        II. Planning underway for national first-generation day; plan is to make it a week-long event.
        III. Efforts underway to reach out to all first-generation faculty to encourage them share their stories and create a network with students
    2. HALO meeting in the Lincoln room at 2:00 October 8 (Zamora)
        I. Would like to provide students on-campus medical Spanish courses to avoid make it easier to communicate with medical staff. Not always legal to interpret for family members. This maybe something that has been offered in SON. Brown will check in on it.
        II. O'Neil in social work mentioned a new concentration in health care. Interpretation is included; students practice using an interpreter to fill out forms. Could work together interdepartmentally.
    3. Zamora working to raise funds to start the first Latina sorority on campus.
    4. Erby distributed a schedule so people could sign up for attendance at student group meetings.
III. Old Business
    1. Promoting diversity-related courses for spring 2020- multiple committee members contributed to a discussion about holding an event to promote diversity-related courses being offered in spring and summer 2020. The "Diversity Your World View" course fair will be held Oct. 17 from 11:30–1 in Mabee Library.
IV. Discussion Items
    1. Multicultural Resource Center (Dempsey-Swopes)
        I. Dempsey-Swopes distributed blueprints showing the footprint of a proposed new center, which would be located where the Office of Student Involvement and Development now is located in the Memorial Union. This proposal will go before the WUBOR October 25th.
    2. Ideas for the Multicultural Center (Erby)
        I. Erby provided instructions for brainstorming activity related to the proposed center's aesthetics, programming, academic partnerships, and staffing.

AFFINITY GROUPS PROPOSAL
Academic Diversity & Inclusion Committee

Documents include:

A. Affinity Group Statement of Purpose
B. Best Practices: Formation and Continuing Operation
C. Template Charter
D. Potential Funding Sources
E. Examples of Affinity Groups from other Universities

A. Statement of Purpose

As faculty and staff members at Washburn, the University supports us in our successes to allow us to prioritize every student's success through a diverse and inclusive open environment for learning. Affinity groups made of Washburn's faculty and staff will further this goal for staff and faculty empowerment to succeed. As affinity groups are made of people with a common purpose, ideology, social characteristic, or interest, these groups provide further networking, collaboration, engagement, and/or broadening of inclusivity and cultural awareness at Washburn. Affinity groups can also play a role in recruiting and maintaining faculty and staff from diverse, minority groups and their allies on campus.

B. Applying Best Practices in Affinity Group Programs at Washburn University

Affinity Group Formation

1. A potential affinity group will develop a charter that explains its purpose and affirms its openness to any faculty or staff member. The specific charter description is provided elsewhere.
2. A potential affinity group will have an initial founding membership of at least three members. Membership is open to all Washburn University faculty and staff and only to Washburn University faculty and staff.
3. The potential affinity group will provide its charter to the appropriate administrative structure that is a good fit for registration of affinity groups.
    a. Since the Academic Diversity and Inclusion Committee currently reports to the VPAA, the VPAA's Office will be involved in designating the most appropriate organizational structure.
    b. Best practices suggest that Human Resources often has the expertise to ensure that affinity groups are consistent with the mission of Washburn University and meet any legal requirements.
    c. The Office of Diversity and Inclusion is likely to have the specific knowledge and skills to aid affinity groups.

Affinity Group Continuing Operation

1. Affinity groups will have access to reserve meeting and event locations using current Washburn University procedures.
2. Affinity groups will have access to communicate with faculty and staff using current Washburn University procedures. In particular, Workplace is a site for a social media presence for an affinity group.
3. Affinity groups will have access to make proposals for grant funding using current Washburn University procedures. Funding sources are identified elsewhere.
4. Affinity groups will have access to a share of resources dedicated to Washburn University affinity groups, based on performance-based criteria.
   a. There are no current resources dedicated to Washburn University affinity groups, but there could be such resources budgeted in the future.
   b. Funding requests will be ranked based on the budget plan, any other sources of funds available to the affinity group, and the community and/or university service provided.
   c. Funding will follow current Washburn University procedures.

C. Template Charter

EMPLOYEE AFFINITY GROUP CHARTER: [NAME OF GROUP]

Article I. **Purpose**
[Describe the purpose of the EAG.]

Article II. **Objectives**
[Name of EAG] will be considered a success if [fill in objectives/outcomes of the EAG].

Article III. **Membership**
[Describe how someone can become a member of the EAG and what responsibilities members have.]

Article IV. **Leadership**
[State what, if any, officers you will have, what their roles will be, and how they will be chosen.]

Article V. **Activities**
[Describe the primary activities that will help achieve your objectives (listed above).]

D. Potential Funding Sources

1. C-TEL Teaching and Learning Grants: https://washburn.edu/faculty-staff/ctel/grants.html
   a. C-TEL Small Grant is available to full-time and part-time faculty with ongoing, annual contract and full-time staff

      b. C-TEL Curriculum Development grant is available to full-time and part-time faculty with ongoing, annual contract (staff are not eligible)

      c. C-TEL Assessment Grant is available to full-time and part-time faculty with ongoing, annual contract and full-time staff

2. WU Internal Grants: https://www.washburn.edu/faculty-staff/faculty-resources/policies-forms/forms/internal-grants.html

      a. Faculty Development Grant is available to full-time faculty "seeking to improve themselves in ways that are not covered by existing funding sources." (staff are not eligible)

      b. Small Research Grant = to support full-time faculty research (staff are not eligible); unlikely but possible source for Affinity Groups if research focused

      c. Major Research Grant = to support full-time faculty research (staff are not eligible); unlikely but possible source for Affinity Groups if research focused

3. Washburn Alumni Association and Foundation

      a. Washburn Women's Venture Partners = https://www.wualumni.org/wwvp

      b. Impact Crowdfunding = https://impact.wualumni.org/about

E. Examples of Affinity Groups from other Universities

Faculty of Color Association

Staff of Color Association

Women's Association for Networking and Development

African American, African and Native American

Asian and Asian American

Hispanic/Latinx

LGBTQ

Veterans

Accessibility

Bias Reporting

Interfaith

Racial Justice

Safe Zone