

Academic Diversity & Inclusion Committee
Agenda
November 10, 1 PM via Zoom

- I. Approval of minutes from October 13 meeting (attachment pp. 2–3)
- II. Debrief from October meeting (attachment p. 4)
- III. Reports from Student Organization Meetings
- IV. Old Business
 - a. Promoting Spring Courses—see new webpage www.washburn.edu/dicourses; info on WUmester courses available at www.washburn.edu/wumester (click on “Academics” at bottom of page)
- V. New Business- Reports from Subcommittees
 - a. General education audit
 - b. Retaining diverse faculty and staff
 - c. Best practices
 - i. First Generation [Resources on Campus](#); [Tips for Advising](#); and [Tips for Teaching and Engagement](#)
 - ii. Climate Survey
 - d. WUmester
 - i. Announcement video coming in mid-November
 - ii. C-TEL WUmester planning workshop is scheduled for December 14 @ 10 AM via Zoom
 - iii. Harriet Washington, author of *A Terrible Thing to Waste: Environmental Racism and its Assault on the American Mind* is confirmed to give a virtual presentation on Feb. 18 @ 2 PM
- VI. Information Items
- VII. Announcements

Next meeting: December 8 @ 1 PM via Zoom

Academic Diversity & Inclusion Committee
Meeting minutes
October 13, 1 PM via Zoom

In attendance: Erby, Grant, Moreno, Smith, Dempsey-Swopes, McClendon, Ellis, Morse, O'Neil, Juma, Wasserstein, Etzel, Nyquist, Collier, Walter, Miller, Gibbons, Burdick, Scofield, Tatum, Brown, Sadikot, Williams, Cradle

- I. Minutes from September 8, 2020 were approved.
- II. Reports from Student Organization Meetings
 - a. Etzel attended HALO. They are doing crafts, game nights, coming back together. Great turnout.
 - b. Student engagement subcommittee (Etzel and Berumen co-chairs) is in the process of asking what the needs of HALO, BSU, and other organizations are from faculty and WU to support their respective organizations. Thinking of doing a survey as an option to get that information. The information on the climate survey could be useful in this regard, but it will not be possible to tie responses from that survey to specific student organizations.
 - c. PJay Carter is looking for assistance in building interest in the new BLM student organization on campus.
 - d. Dempsey-Swopes updated committee on diversity and inclusion student advisory council. Representatives from all multi-cultural student organizations have been invited to participate. There will be three meetings this fall. Contact Dempsey Swopes if you have more questions.
 - e. Gamma phi omega – alpha alpha chapter on campus – is an official student organization. Recruiting efforts in August and September went well. Group helped with voting event recently. Morse is faculty advisor.
 - f. Young Dems meet tomorrow night at 5 in Henderson 121 and on Zoom.
 - g. Walter reported that BSU did a BINGO night and the Campus Activities Board was generous at donating prizes. They took temperatures, used hand sanitizer, masks, etc. Will be doing some in person meetings this semester as the Zooms were not working really well.
 - h. Cradle reported that We Are F2rst participated in several events on campus and in the community to register voters.
 - i. Moreno reported that WSGA held a successful BLM rally and will hand out rainbow flags for National Coming Out Day.
- III. Old Business
 - a. 2020 2021 Subcommittee Assignments
- IV. New Business- none
- V. Discussion Items
 - a. Spring Diversity Courses
 - i. Erby shared proposed language to introduce list of courses: “Washburn strives to provide enriching educational opportunities that prepare students for a diverse world. To support that goal, we encourage students to learn about, appreciate, and value a variety of cultures, life experiences,

- and perspectives other than their own. This list contains academic courses (self-identified by their instructors) that increase awareness of diversity, equity, and social justice issues both domestically and globally. Please note that certain courses may require prerequisites other than the general University requirements and may also have additional restrictions.”
- ii. Committee discussed ways to promote these courses to students
 - I. Create webpage and let advisors and faculty know about it. Make flyer with QR code that takes you to the webpage
 - II. Talk to Mass Media about helping to promote courses, do interviews with faculty, etc.
 - III. Send list of courses to professional advisors and success coaches.
 - IV. Post flyers in MILS, Union, Petro, and residence halls,
 - V. Encourage our colleagues to share these classes with their students—especially those that count for gen ed.
 - VI. Hire a celeb to promote? See www.cameo.com
 - b. Update on WUmester 2021
 - I. Topic is Sustainability.
 - II. Great classes being offered. More events are in the works. Hold date of Feb 18 @ 2PM for talk by Harriet Washington. Washington is author of *A Terrible Thing to Waste: Environmental Racism and Its Assault on the American Mind*.
 - III. Announcement video coming out soon.
 - c. Supporting students, faculty, and staff during COVID-19
 - I. Faculty Affairs Committee will look at equity issues related to COVID-19, including tenure and promotion criteria and processes. Committee briefly discussed issues related to childcare and food insecurity.
 - d. Christmas lights on campus. The Washburn Foundation has provided funds for a private company to decorate campus buildings with lights. Ellis reported that students had complained to him that these lights signal the campus is not inclusive. Other committee members said they thought the lights were more secular than religious. Ellis voiced concerns that the committee is more attentive to certain kinds of bias than it is to other kinds of bias. Erby will take concerns raised about Christmas lights forward to VPAA and Foundation and seek more information.

Next meeting: Nov. 10 @ 1 PM via Zoom

Hello Washburn Faculty and Staff!

You may have noticed a crew adding exterior lighting to several buildings and trees on Washburn's campus in early October. The Washburn University Alumni Association and Foundation is excited to announce a special project that includes festive lighting on our campus. *Washburn Winter Walk* is a project designed to engage alumni and friends of Washburn in a safe, outdoor, physically distanced manner.

Thoughtful alumni engagement is the backbone of our organization and is ultimately responsible for fostering lifelong relationships between Washburn University and its alumni and friends. In fact, over the course of a typical year, WUAAF regularly hosts more than 100 events around the country, with the majority taking place right here in Northeast Kansas. Unfortunately the current COVID-19 pandemic has led to the cancellation of dozens of events during 2020 including our Whiting Society dinner, our Kansas City and Wichita area holiday parties and the Belltower event – our annual event to thank Washburn's most generous annual donors each year on the Tuesday after Thanksgiving, a day nationally known as Giving Tuesday.

We remain steadfast in our commitment to engage and thank Washburn University's alumni, friends and donors. While unfortunate, event cancellations this year have afforded us the budgetary opportunity to engage our alumni and friends in this exciting new way. In the midst of the darkness of COVID-19, the Foundation, along with the Board of Trustees, aim to bring new light to Washburn. Our Washburn Winter Walk will serve as a replacement event for our annual Belltower event held on the national Giving Tuesday. Following our lighting event, we hope that faculty, staff, students and the Topeka community enjoy our lighted campus throughout December and January.

Washburn University Alumni Association and Foundation