

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

In attendance: Erby, Grant, Moreno, Smith, Dempsey-Swopes, McClendon, Morse, O'Neil, Juma, Etzel, Nyquist, Collier, Walter, Miller, Gibbons, Burdick, Scofield, Tatum, Sadikot, Williams, Cradle, Havens, Boyd, Chadwick, Berumen, McClendon, Thimesch

- I. Approval of minutes from October 13 meeting
- II. Debrief from October meeting regarding holiday lights on campus
  - a. Erby thanked committee member for bringing up student concerns regarding the lights and reiterated that part of the ADIC's job is to identify areas of concern and take to administration. Also thanked other committee members for sharing their perspectives regarding the lights.
  - b. Erby reported that the committee's concerns were brought to Dr. Mazachek, who took them to the Washburn Alumni Foundation. The Foundation drafted a statement regarding the holiday lights with clearer framing regarding the intended non-secular nature of the lights. This statement was shared with the campus community and included as part of the ADIC agenda packet for the November meeting.
  - c. Erby acknowledged that there will be hard conversations at future meetings. She said she hoped the committee would discourage tone policing, normalize the expression of emotion, and encourage committee members to widen their individual lenses and learn from one another. In future meetings, the committee will plan to have a co-facilitator so difficult discussions can be managed in a more streamlined manner. To ensure people are comfortable in these difficult discussions, names will not be included in meeting minutes, except in certain situations and with approval of those involved.
    - i. Committee member moved to revise minutes from October meeting to remove the name of the faculty member who had brought forward the concern.
    - ii. Another committee member moved to wait to revise the minutes until the faculty member who had brought forward the original concern about the lights is able to provide feedback on whether he wants his name included in the October minutes. Committee member rescinded the motion to revise the October minutes.
    - iii. Erby moved to rescind approval of the October minutes and table their approval until December meeting. Motion carried.
  - d. Engaged in a discussion via a shared Google document about how to cultivate an environment where committee members will feel comfortable sharing diverse views in future meetings.
- III. Reports from Student Organization Meetings
  - a. We are F1rst is done with meetings for the semester.
  - b. Student organizations have been contacted regarding the faculty involvement survey.

- c. BSU tried to do all online meetings this semester, but had low attendance at these virtual events. Pivoted to holding some in-person events, with social distancing and mask-wearing required, during the second half of the semester. These events had better turnout. One more meeting is planned for December which will be the last for this year.
- d. Gamma Phi Omega is not meeting due to quarantine issues, but is in general doing well.

#### IV. Old Business

- a. Promoting Spring Courses: there are new websites to advertise the diversity and WUmenster courses
  - i. [www.washburn.edu/dicourses](http://www.washburn.edu/dicourses)
  - ii. [www.washburn.edu/wumester](http://www.washburn.edu/wumester) (click on “Academics” at bottom of page)
  - iii. Feedback included the following suggestions: a list of courses by department; encourage departments to include fliers good for all semesters; make it clearer that users can click on the course numbers to see a flier regarding the courses. Erby will take feedback to webmaster.

#### V. New Business

- a. Reports from Subcommittees
  - i. General education audit committee has met and made two goals for the year:
    - 1. Have those who teach general education self-report to what extent they teach about diversity, equity, and inclusion as part of their course content. The committee created a survey for all instructors of general education courses to complete. It has been at least ten years since this type of audit has been done. Instructors will be asked to complete this short survey over winter break.
    - 2. Examine four-year plans for all programs across the University to consider whether there is any space in degree programs to add a course or elective regarding diversity.
  - ii. Affinity group committee attended a how-to webcast and has been refining a proposal begun last year to create these groups on campus. They intend to share the document at next month’s reading.
  - iii. Best practices committee provided updates on two projects:
    - 1. First Generation Resources: Group coordinated by CTEL this past summer. It created three different quick guides with best-practice recommendations to help marginalized and first-generation students succeed. Guides available here: <https://washburn.edu/academics/center-student-success/first-generation-students/index.html>
    - 2. Climate Survey analysis will be ready for review in the spring.
  - iv. WUmester committee is trying to get fun ways to engage students in sustainability. They are planning a series of “Sustainability Challenges,” as well as an Earth Day Celebration at the Mulvane. A

video explaining WUmester and corresponding social media campaign is planned for late November. A CTCL WUmester planning workshop is scheduled for December 14 @ 10 am via Zoom. 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. Check <https://washburn.edu/academics/WUmester/WU-mester-events.html> for future updates on events.

VI. Information Items

VII. Announcements

a. CTCL Spring Offerings in Inclusive Teaching

i. Research group focused on inclusive teaching facilitated by Jason Miller and Erin Grant

ii. There will also be an introduction to inclusive teaching course offered in the spring. It will be fully online in a format similar to QOCI.

iii. There will be workshops on anti-racist pedagogy starting in the spring facilitated by Keith Tatum and Muffy Walter.