Academic Diversity & Inclusion Committee   
April 14, 2020 Meeting Minutes

Erby, Barraclough, Berumen, Brown, Burdick, Desota, Dempsey-Swopes, Ellis, Emperly, Etzel, Gonzalez, Grant, Grospitch, Hart, Juma, Kendall-Morwick, McClendon, Miller, Morse, O’Neill, Posey, Sadikot, Scofield, Sundal, Thimesch, Walter, Wasserstein, Wynn

1. Minutes from March 3, 2020 meeting were approved
2. Reports from Student Organization Meetings
   1. Students are zoomed out
   2. We Are F1rst was zoom bombed
   3. Netflix party for a few q and a members
      1. Posey reported students still trying to adjust to remote learning
   4. WSGA's new Diversity & Inclusion Director is Brandon Moreno
3. Old Business
   1. Updates on committee goals
      1. Erby commended the members of each subcommittee for doing excellent work this year. Significant progress on the committee’s annual strategic plan was made, though many projects are now at a standstill due to COVID19.
         1. The proposed African American and African Diaspora Studies minor program will be voted upon by the full faculty later in April.
         2. Documents related to affinity group policy and opportunities is with Executive Staff for consideration.
         3. Efforts to enhance relationships with students has led to more student members, though irregular attendance. Beruman asked if just anyone can attend; Erby confirmed they can.
         4. The Groundwork training has been attended by 25 percent of this committee. Posey is planning one more session this year over zoom to take place after the semester ends, to be broken into three or four sessions.
         5. Best practice committee
            1. Report regarding inclusive pedagogy certificate to be finished this summer and presented in the fall
            2. Results of the climate survey will be reviewed this summer.
         6. University-wide task force for institutional diversity and inclusion strategic planning met in December and January to create a document with major goals and challenges the university faces. This document is now with executive staff for consideration.
         7. WUmester was successful until COVID19. Please send materials for the online archive to Erby. Kendall-Morwick suggested that student work be showcased on social media. Erby said she will speak to University Communications Team.
   2. Additional updates on ongoing institutional efforts
      1. Dempsey-Swopes presented an update on the Bias Response team. Grospitch and Mazachek are working to move forward in a meaningful way on this.
      2. Dempsey-Swopes provided an update on the multicultural resource space is moving forward in the lower level of the Union. Dempsey-Swopes and Isaiah Collier (Director, Student Involvement and Development) have drafted a proposal including budget and mission for the space. The mission includes three pillars that will shape its development: intersectional learning, community, and intercultural and organizational collaboration. Dempsey-Swopes will distribute the proposal before the May committee meeting.
      3. Burdick presented ongoing and new CTEL related opportunities. CTEL is providing information about its programs via Bod Talk, Workplace, and the website instead of allfacultystaff email. In particular, Burdick shared that
         1. CTEL Grants and Teaching Innovation Award deadlines have been extended to April 24th.
         2. There are two initiatives going on in collaboration with CTEL and the Title III Grant directed by Valerie Mendoza:
            1. One is a first-generation research and resources group. This group will put together a research based, accessible guide for new faculty and staff with information about best practices for working with first generation students in and out of the classroom. Each group member will receive a stipend. The first planning meeting will be May 21st. Please send nominations for faculty and staff who wish to participate Erby asap.
            2. The second initiative is a course redesign cohort who will get together to attend a series of workshops and work to improve their courses. The program starts in May and will go through the summer; participants will receive a stipend for their participation. CTEL hopes that the stipend will encourage new folx to get involved. An announcement will go out in the first week of May via Bod Talk. The first fifteen faculty to register will be selected with a wait list and the potential for a second session at a later time.
      4. Erby announced that there is a group working to examine the qualitative data from the climate survey, while the VPAA does the quantitative analysis. This
4. Discussion Items
   1. How to best support our diverse students in the weeks and months ahead in light of COVID-19:
      1. Sundal brought up the inequity regarding laptops and WIFI access. Morse added there are bandwidth issues and we need to be sure to follow up with students; be sure to work with advising staff.
      2. Ellis suggested that we work with demographic based student groups to get ideas about how can encourage and stay connected with individuals who identify with those groups as they may not come back.
      3. Farley has provided a positive outlook to local media, which is good for the community. Dempsey-Swopes suggested that while this is great, we should be focusing on the students and encourage their connecting with peers. It is hard to be in class on zoom; there’s also information in our community about how students are surviving and thriving.
      4. Erby suggested that we need to continue to explain the temporary changes in academic policies for this semester, as there has been some confusion for both students and faculty. Students need to send an email to [enrollment@washburn.edu](mailto:enrollment@washburn.edu) for the A/pass/fail option or to withdraw. Wynn asked if we could make a short primer video that could help to make things more personable. Berumen emphasized that short is key and that we need just one person or department on campus to do this. Grant creating a chart breaking down the options.
      5. Some of Desota’s students have been discussing the increased amount of time in front of screen and eye pain. They are also having a hard time staying organized. Berumen suggested a video with students giving advice to other students. We would need a script for the video to be approved at VPAA prior to the creation of any videos. In terms of dispersion of the videos, Thimesch has a Mabee tiktok that students are looking at more than any other social media.
      6. Ellis suggests there is an overall lack of need-based scholarships. There are issues with the donors having requirements regarding who they give money to. They are trying to get changes made. Wynn believes WU could just do this, as there are funds that don’t come from specific donors. More of the general pool at the discretion of enrollment management.
      7. Existing Resources to Share with Students:
         1. To help with study habit loss - CSSR is going to push info regarding study strategies via learningscientists.org (Barraclough)
         2. Miller asked about the number of free WIFI hit spots left; there had been fifty left last check and they can be mailed. On campus, internet access has been expanded to parking lots, which was announced in Bod Talk. Please spread the word.
         3. Mabee database tutorial <https://www.youtube.com/watch?v=pQdXrCiEwKE>
         4. Bods Feeding Bods is still operating 3-5pm six days a week. Hart said a WIN is not required. Looking to have a swipe system eventually. Donate if you can. USD 501 is still serving meals as well.
         5. Counseling Services is still available 24 hours, with Zoom appointments available.
         6. Ichabods Moving Forward grant for students. Berumen said it is confusing, because it suggests it is for alumni. And some students have reported the PDF application is glitchy.
         7. Washburn Women’s Alliance could be asked for additional funds for students with children (Wynn).
5. Announcements
   1. Regarding financial aid, students need FAFSA completion to determine Pell eligibility. Our incoming high school students will have lost a lot of nudging to complete these (Baraclough)
   2. Miller: a group of Topeka folks is meeting with help from the ACLU to create a Safe and Welcoming Topeka Action Group to make Topeka more welcoming for immigrants and refugees. Next meeting is Thursday, April 23 at 5:30pm via Zoom. If you’re interested in learning more email [jason.miller2@washburn.edu](mailto:jason.miller2@washburn.edu).
   3. Next meeting May 12 @ 1 via Zoom
6. Adjournment 2:28 pm