

Academic Diversity & Inclusion Committee

September 14, 2021 Minutes

In attendance: Barraclough, Brown, Collier, Dempsey-Swopes, Ellis, Erby, Etzel, Gibbons, Grant, Hart, Havens, Juma, Kendall-Morwick, McClendon, Miller, Morse, Nyquist, O'Neill, Scofield, Smith, Sundal, Wasserstein, Williams

- I. Minutes from the May 11, 2021 meeting were approved
- II. Old Business- updates were shared about the following:
  - a. The African American African Diaspora Studies (AAADS) minor Program: Mary Sundal asked all committee members to please help spread the word about the AAADS program. She also shared information about upcoming AAADS courses for the spring 2022 semester. Sundal asked committee members to consider becoming a fellow of the program to help promote it and evaluate courses that instructors submit to have included as part of the minor. If you are interested, contact [mary.sundal@washburn.edu](mailto:mary.sundal@washburn.edu).
  - b. The Campus Climate Reporting Process: Dempsey-Swopes and Erby reminded committee members about the existence of the reporting process.
  - c. Affinity Groups: It is possible for faculty and staff to form affinity groups. The application form is available at [bit.ly/WUaffinity](http://bit.ly/WUaffinity).
  - d. WUmester 2021: Erby reminded everyone that the spring 2022 topic is “[Truth.](#)” Please begin thinking about ways you can incorporate the topic into your spring courses and encourage faculty colleagues to do the same. Please also send suggestions for co-curricular activities to a member of the WUmester planning committee.
- III. New Business
  - a. Draft ADIC Goals, 2021–2022—Erby shared information about the proposed committee goals:
    - Goal/Subcommittee 1: Recommend institutional definitions for the following: diversity, equity, inclusion, and belonging.
    - Goal/Subcommittee 2: Assist in the planning for Washburn to host the annual Michael Tilford Conference on Diversity and Multiculturalism.
    - Goal/Subcommittee 3: Research best practices in retention strategies for faculty and staff and make recommendations for practices to implement at Washburn at both the unit- and institutional level.
    - Goal/Subcommittee 4: Propose Academic Inclusion Awards and Grants and recommend criteria for these awards.
    - Goal/Subcommittee 5: Research best practices and make recommendations to engage more students of color in engaging university success services, especially tutoring.
    - Goal/Subcommittee 6: Coordinate successful WUmester on the topic of “[Truth.](#)” Erby asked each committee member to sign up to serve on a subcommittee dedicated to work on a particular goal. Additional ideas for subcommittees included a subcommittee that meets regularly with students and another to discuss the next climate survey.
- IV. Announcements—committee members encouraged fellow committee members to attend the following:

- a. [Kansas Diversity, Equity, and Inclusion Summit 2021](#) (Virtual event, Sept. 21, 2021)
- b. “[The Truth about Critical Race Theory](#)” forum (Virtual event, Sept. 21 @ 7 PM)
- c. [CTEL will host Dr. Amaarah DeCuir](#) who will give three virtual workshops related to inclusive and antiracist pedagogies, Sept. 21, Sept. 24, and Nov. 18. Register at the C-TEL webpage.
- d. [Tilford 2021](#) (in-person event, Oct. 18, 2021)
- e. 2021–2022 ADIC meetings:
  - September 14 @ 1 PM, Zoom
  - October 5 1 PM, Zoom [Note: This is the first Tuesday of the month instead of the second, due to Fall Break.]
  - November 9 1 PM, TBD
  - December 14 1 PM, TBD
  - February 8 1 PM, TBD
  - March 8 1 PM, TBD
  - April 12 1 PM, TBD
  - May 10 1 PM, TBD