

Academic Diversity & Inclusion Committee Meeting Minutes  
December 13, 2022, 1 PM in Shawnee Room

Valerie Mendoza, Danielle Dempsey-Swopes, Isaiah Collier, Mary B. Sundal, Leah Brown, Joeseeph Desota, Jason Miller, Sara Stepp, Matt Nyquist, Dennis Etzel, Jr., Melanie Burdick, Kelly McClendon, Kristine Hart, Tina Williams, Kelly Erby

Minutes from last meeting were approved electronically before this meeting.

- I. Updates
  - a. Dempsey-Swopes reported the non-discrimination investigation that followed an employee's Halloween costume has concluded and the report is being drafted. Dr. Stephenson will receive final report.
  - b. Erby reported that the suggested interview question assessing candidate's commitment and expertise in D&I was added to the evaluative criteria for the Presidential Search. This was done based on ADIC feedback at the November meeting.
  - c. Erby also reported that BSU leadership had recently met with the WU Diversity leadership to discuss BSU requests shared during the Peaceful Takeover Rally November 29.
  
- I. Old Business
 

A motion to recommend Juneteenth as a University holiday was made and seconded. Motion was passed unanimously. It will be forwarded to Dr. Stephenson for review.
  
- II. New Business
 

Erby opened the floor for discussion of draft ADIC Recommendation for Culture Change. This document will be forwarded to Dr. Stepheson for review.
  
- III. Other Discussion
  - a. General Education
 

ADIC proposal to devote 3 of the "institutional choice" general education credits to a diversity requirement under the KBOR gen ed plan was included in general education town hall meetings hosted by the VPAA's office. No decision has been made yet, but feedback at townhall meetings was generally positive for ADIC proposal.
  - b. Erby requested feedback about timing for 2023 Climate Survey. ADIC members voiced strong and unanimous support to conduct survey in early spring 2023. Did not see a problem with also conducting HERI survey and basic needs survey in the same semester.
  
- IV. Announcements
  - a. Dr. Joy DeGruy visiting campus on March 22<sup>nd</sup>
  - b. "Campus Hunger Tour" January 29 5-7pm in the Shawnee room. Dinner will be served.
  - c. Additional Important Spring Dates

- i. Jan. 26- Kansas Day WUmester event (tentative date)-- [Juliet Pattersen, author of Sinkhole: A Legacy of Suicide](#)
- ii. Art Journaling- Feb 7 Tuesday 4–6PM in Garvey 16
- iii. February 9- *Black Panther 2* screening
- iv. Mulvane exhibits in Feb\*
  - 1. One in Mabee on art therapy
  - 2. One in Mulvane on walking

\*Mulvane galleries will close in March for renovation
- v. [Gigi the Vegan](#) sometime in Feb. (tentative date)
- vi. Feb. 28- Gratitude journaling/tabling
- vii. March 1- Gratitude journaling/tabling
- viii. March 3- BSU Black Excellence Ball, 7 PM
- ix. Spring Break—March 14-18
- x. March 22- [Dr. Joy DeGruy](#) (WUmester keynote speaker)
- xi. Book Club discussion of *Black Water: Family, Legacy, and Blood Memory* by David Robertson, 2020, In this bestselling memoir, a son who grew up away from his Indigenous culture takes his Cree father on a trip to the family trapline and finds that revisiting the past not only heals old wounds but creates a new future. <https://www.darobertson.ca/j> TWR after spring break (tentative date)
- xii. April 4: Sexual Assault Poetry reading, 1:30-2:30PM
- xiii. April 14 (evening)- Drag Show
- xiv. April 15 (evening)- Step Show
- xv. April 15- Topeka's Got Talent auditions
- xvi. April 21 (all day)- Apeiron
- xvii. April 22- Earth Day
- xviii. April 29- Topeka's Got Talent Show
- xix. April 29-May 1 WIFI

### **ADIC on Recognizing Juneteenth**

The Academic Diversity and Inclusion Committee (ADIC), charged with providing recommendations and proposals to cultivate a diverse and inclusive learning environment at Washburn, formally recommends that Washburn and Washburn Tech begin observing Juneteenth (June 19) as a paid holiday.

Juneteenth, also known as Freedom Day, Jubilee Day, Liberation Day, and Emancipation Day, commemorates the ending of slavery in the United States. It is also an opportunity to reflect on African American achievements and take action to address ongoing inequities that affect our communities. Read more about Juneteenth, the country's "second independence day," [here](#).

The trend toward recognizing Juneteenth as a paid holiday has strong momentum at the national, state, and local levels. The U.S. federal government recognized Juneteenth as a federal holiday beginning in 2021. Shawnee County began observing Juneteenth as a paid holiday in 2022. ([https://www.snco.us/county/holiday\\_schedule.asp](https://www.snco.us/county/holiday_schedule.asp)). The state of Kansas and the Kansas Board of Regents are also actively considering adding Juneteenth to their list of paid holidays.

ADIC acknowledges that adding Juneteenth as a holiday would affect the schedules of the first five-week summer session and 8-week summer session at Washburn. Both of those sessions begin on a Monday and end on a Thursday. ADIC proposes that both sessions could be adjusted to instead end on a Friday to make up for the loss in instructional time that adding Juneteenth as a holiday would require.

ADIC calls for Washburn to lead the way in acknowledging the historical significance of Juneteenth by being the first of Kansas universities to recognize it as a paid holiday. This change would further allow Washburn faculty, staff, and students to participate more fully in important community Juneteenth celebrations.