

Academic Diversity and Inclusion Committee  
Agenda  
April 11, 2023, 1 PM, Shawnee Room

- I. Approval of Minutes from March 7, 2023
- II. Old Business—Framing Language and Terms of Reference (see pp. 3–4)
- III. New Business—WUmester 2024
- IV. Discussion
  - a. [SB 180](#)
  - b. [HB 2238](#)
  - c. [HB 2460](#)
- V. Announcements
  - a. Drag Show April 14, 7 PM
  - b. “A Defining Woman - What does it mean to be a woman in 2023?” Megan Dorantes, the Cultural Programs Director for the Campus Activities Board, is seeking cisgender and transgender women as well as nonbinary folks who lean towards the feminine side of gender identity, to participate.  
[Megan.dorantes@washburn.edu](mailto:Megan.dorantes@washburn.edu)
  - c. Fall 2024 Course Flyers (see pp. 5–7)
  - d. [www.washburn.edu/dicourses](http://www.washburn.edu/dicourses)

**Academic Diversity & Inclusion Committee Meeting Minutes**  
**March 7, 2023, 1:00 PM in Shawnee Room**

- I. The meeting minutes from February 14, 2023 were approved.
- II. Committee member discussed key takeaways from Dr. Jamie Washington’s visit March 1 and 2, 2023. They included:
  - Importance and effectiveness of tying work back to core values
  - Leaders need to use their leader voices to advance core values, including inclusion
  - It is everyone’s job—or needs to be everyone’s job—to advance the core value of inclusion
  - You cannot advance inclusion if you do not talk about race
  - Academic leaders need more professional development to know how to effectively advance inclusion in their respective roles
  - Important not to invite people to tell the truth and then take them out for it
  - Reminder to not shut down people who have different methods but want the same thing; keep in mind generational differences
  - Build a community to support you in work and to vent to
  - Keep in mind work is never done
  - Set goals but also focus on progress and process bc, again, work is never done.
  - Remind people of commitments that already exist (core values, student success, etc)
  - Keep in mind difference between role and identity.
  - It is everyone’s job at WU to advance our core value of inclusion → WU exists to deliver next generation of leaders for our community and region.
  - Keep in mind there is a difference between your role at the university and your identity as a person.
  - 35 women in attendance at open forum and 9 men. (WU faculty is 40% male and 60% female)
- III. Committee members discussed recommended next steps. They included:
  - Utilize DEIB Resources available through EAB
  - Think about how ADIC can help facilitate engagement around DEIB across campus to foster a culture of “curiosity” (potential models to follow: A Seat at the Table, Mosaic Partners, “Inclusion After Hours”)
  - Need to make more people aware of work that is being done around inclusion at WU
  - Inclusion Liaisons for units? Similar to assessment liaisons?
  - Need a strategic plan that includes unit-level goals and accountability
  - Provide units data to help assist departments in setting goals and measuring progress
  - Embed inclusive teaching in P & T requirements
  - Invite Washington back in roughly 6 months to continue the conversation
- IV. Several announcements were shared, including:
- V. Announcements
  - a. Dr. Joy DeGruy visit, March 22
  - b. Additional [WUemester event dates](#)

## Terms of Reference

Advancing diversity, equity, inclusion, and belonging is foundational to Washburn's legacy of increasing access to education and living up to our [mission and core values](#). And yet, as concerns about the need to diversify higher education and create more inclusive campuses have become mainstream, "diversity," "equity," "inclusion," and "belonging" risk becoming merely politicized buzzwords.

It is imperative that Washburn develop a shared language to assist our efforts to create an inclusive campus environment in which every faculty member, staff member, and student feels they belong to become their best self. It is further important that this language reflect the specific priorities and expectations of our campus. The discussion following the terms of reference below is not intended to be exhaustive or definitive; moreover, the definitions offered here may differ from how these terms are employed elsewhere and may change with time as Washburn itself continues to evolve. Nevertheless, they serve as a starting point from which to guide our work to create a community of inclusion and belonging at Washburn.

**Diversity:** Diversity refers to the fact of human difference, including the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include but are not limited to socioeconomic status, race, ethnicity, nationality, place of origin, language, ability, gender identity, gender expression, sexual orientation, religious and non-religious identity, political and social ideology, family background, veteran status, and age, as well as the intersections of these identities.

**Equity:** Equity is the intentional reconsidering and readjusting of curriculum, co-curriculum, policy, culture, and pedagogy so all members of the university committee can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities — historic and current — that advantage some and disadvantage others.

**Inclusion:** a core value of Washburn University, inclusion refers to the intentional, ongoing effort to ensure that diverse individuals and groups are welcome to fully participate in all aspects of the community and university, including decision-making processes. It also refers to the ways that diverse individuals and groups are welcomed, valued, supported, respected, and empowered to reach their full potential. Washburn commits itself to cultivating an inclusive learning, living, and working community, facilitating the success of all people, and supporting all individuals.

**Belonging:** Belonging is the sense of being seen, supported, and valued by the community. When people belong, they are able to be their authentic self. Diverse, inclusive, and equitable communities foster a sense of belonging.

How does ADIC want to see Washburn use these terms?

- Include in “about us” section of webpage—our commitment to inclusion
- Reference them in strategic planning
- Share at New Faculty Orientation
- Embed in professional development trainings, including those offered through CTEL, faculty recruitment training, and more
- Reference/link to them in faculty handbook

Fall 2023

AAADS

**AD 399-A Black Women  
in Arts & Culture**

**CRN 32704**

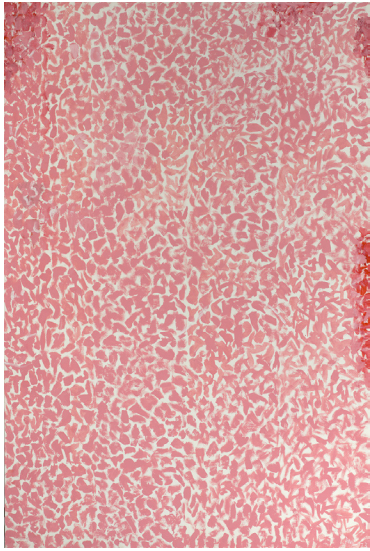
**Thursdays 4:00-6:30**

**AD 399-VA**

**Sociology of Religion**

**CRN 33034 Online**

**WASHBURN**  
UNIVERSITY



# Black Women in Arts and Culture

Fall 2023  
MC 399 | AR 399 | WG 399  
Sara Stepp  
Thursdays, 4 - 6:30pm

This course will use the Mulvane Art Museum exhibition *There is a Woman in Every Color: Black Women in Art* to consider the history of Black women in American arts and culture. Black women artists, scholars, writers, and musicians will visit throughout the semester as guest speakers.

Join us if you're interested in learning about the artistic and cultural contributions of Black women in their historical contexts. You'll also develop skills in analyzing and talking about different art forms, particularly visual art.

# Introduction to Community Studies

Fall 2023 | Tue and Thu | 2:30 – 3:45 PM | Dr. Miller

**One course, four versions! Choose the section depending on what you need:**

CE250 (CRN: 32252), HN202\* (CRN: 30882), AN300 (CRN: 30961), and KS 399 (CN: 32246)

*\*HN202 Is a social science general education course!*

## What is this course all about?

In this course, we will explore what it means to live in Topeka, work directly with local community-based organizations, and use a variety of tools including mapping, photography, video, and interviewing to help tell Topeka's story.



Questions? Contact Dr. Miller at  
[jason.miller2@washburn.edu](mailto:jason.miller2@washburn.edu)



## Course Description:

This course introduces students to the interdisciplinary academic discipline of community studies. Topics include the importance of understanding self and place, theories of community change, basic community-based research methods, and the importance of civic engagement.

