

Academic Diversity and Inclusion  
Committee Minutes  
November 14, 2023

Present: Brown, Burdick, Collier, DeSota, Erby, Gonzales, Grant, Hageman, Juma, McClendon, Miller, Sellak, Stepp, Williams

- I. Minutes from September 12, 2023, were approved with minor adjustments. Minutes from October 10, 2023, were approved without change.
- II. Old Business:
  - a. Climate Survey Results: people would like to see the feedback from meetings where these were presented. The faculty senate is determining the next steps as it relates to faculty service.
  - b. Review of ADIC-approved Terms of Reference: these have been shared with deans, the President, and the President's cabinet.
    - i. Committee members recommended some further revisions to the definition of inclusive pedagogy. That definition will be sent back to subcommittee 4.
    - ii. The full ADIC will recommend next steps about sharing the definitions with campus once the definition for inclusive pedagogy has been reviewed and possibly revised.
- III. Discussion of Proposed "Inclusion & Belonging" (IB) USLO
  - a. The General Faculty meeting tomorrow will include a vote on this item. This USLO would be tied to the required diversity related "institutional" gen ed course approved by a vote by the general faculty on April 26, 2023, as part of the general education package. Draft language was developed by members of an ad hoc ADIC subcommittee. The language was approved by the general education committee, Academic Affairs, and Faculty Senate.
  - b. The ADIC subcommittee recommended replacing the global citizenship, ethics, and diversity (GED) USLO with this proposed IB USLO. ADIC recommended replacing rather than revising the GED USLO bc it understood its charge from the general faculty to be to *develop* language rather than *revise* language. The subcommittee also thought adding a USLO that significantly overlapped with the existing GED USLO would be confusing and redundant. The subcommittee did not think that removing "Global Citizenship and Ethics" from the title of the USLO and focusing primarily on diversity meant WU was "getting rid of" these things in gen ed. Grappling with diversity necessitates engaging with ethical questions, and courses that involve ethics without a focus on diversity can presumably be approved for the Critical and Creative Thinking USLO. While the new requirement does not mandate courses to include a global component, that is also true under the existing GED USLO. There are clear connections between global

citizenship and diversity -- when Faculty Senate voted to approve the new USLO they made a change to the language to emphasize this -- so in practice, it's likely that many courses approved for this requirement could include a global component.

- c. However, when the draft language came to Senate there were concerns raised that the global citizenship and ethics USLO should not be replaced and that "global citizenship" should remain in the title of a USLO to emphasize WU's commitment to this important value. This discussion will likely continue at General Faculty meeting. Erby encouraged ADIC members to attend meeting and participate in the discussion to voice whatever preference they may have.
- d. Concern was also raised about "inclusion" being removed from core value in draft university strategic plan. Erby said inclusion had since been added back in and that a revised draft will be shared at upcoming community input forum.

#### IV. Updates

- a. WUmester 2024: Community & Belonging: Subcommittee 1 is working to secure a keynote speaker and plan other events. (Collier)
- b. Flamenco Events (Williams)
  - i. Community Performances Thursday Nov. 29
    - 1. Holy Family School, 10 AM
    - 2. Topeka High School, 1:45 pm
  - ii. Flamenco Introductory Class (on dance & music) Friday Dec. 1<sup>st</sup> 1-2pm, in Neese-Gray Theatre
  - iii. Orígenes Flamenco Performance Saturday December 2 at 7 pm, Neese-Gray Theatre
- c. Olivia Brice: new assistant director of inclusion and belonging, introductions (Collier)
- d. International club's celebration of cultures tomorrow from 5-7 (McClendon)
- e. It is international education week this week (Williams)