

Academic Diversity and Inclusion Committee
Agenda
February 13, 2024, 1 PM, Shawnee Room

- I. Approval of Minutes from December 12, 2023
- II. Old Business
 - a. Revised Definition of Inclusive Teaching at Washburn
 - b. WUmester 2025—What it Means to be Human
- III. Progress Reports from Subcommittees
- IV. Other Discussion and Announcements
 - i. Nikki Giovani date visit is now March 7. Evening keynote will be in White Concert Hall.
 - ii. Black History Banquet, February 8 @ 6 pm, Washburn A/B
 - iii. Voices of the Community Poetry Workshop with Annette Billings, February 29 @ 4:30, Union Underground
 - iv. Community in Action Painting Workshop, March 6 @ 4:30, Garvey rooms 16 and 18
 - v. Step Show, March 23, 6:30 pm, White Concert Hall. Planning to bring in three groups from the area.
 - vi. WIFI April 19–22, 2024 – WUmester themed tract www.washburn.edu/wifi
 - vii. Cheryl Brown Henderson virtual visit TBD

Academic Diversity and Inclusion Committee

Minutes of December 12, 2023, 1 PM

Present: Brice, Burdick, Clouch, Collier, Dempsey-Swopes, Erby, Etzel, Gonzales, Grant, Hageman, Hart, Kendall-Morwick, Miller, Pierson, Stepp, Williams

- I. Minutes from November 14, 2023, were approved.
- II. Updates
 - a. WUmester 2024: Community & Belonging (Collier)
 - i. 500 "I Belong at WU" t-shirts to give away. Members of ADIC will all receive one and there will be a certain number at all events to hand out.
 - ii. MLK Celebration Banquet, Jan 16 @ 6, Washburn A/B. Marketing will come out this week. Amri Johnson, CEO of Inclusion Wins, International will be presenting.
 - iii. Keynote address by poet Nikki Giovanni March 26@ 6 pm Washburn A/B. There will also be a faculty workshop luncheon as part of CTCL and time with students.
 - iv. Black History Banquet, February 8 @ 6 pm, Washburn A/B. Brice is working on getting speakers in partnership with BSU. There was a Hispanic heritage banquet earlier in the semester that went well. There is a goal to build these events.
 - v. Step Show, March 23, 6:30 pm, White Concert Hall. Planning to bring in three groups from the area.
 - vi. WIFI April 19–22, 2024 – WUmester themed tract www.washburn.edu/wifi
 - vii. Virtual visits by Cheryl Brown Henderson, TBD
 - viii. Stepp added that there will be tabling, participatory art, and a couple workshops with artists and poets being planned.
 - ix. Looking to have Chris Hooten, a consultant on issues related to intersections of race, neurodiversity, and LGBTQIA, present to campus. The goal is to include a variety of audiences; workshops and presentations for those at different levels and contexts.
 - x. The spring drag show will take place April 26th at 6 pm in Washburn A/B
 - b. [AABD conference](#) --An international business conference that WU will host in May 2024. There is a new tract that is not strictly business oriented with more focus on diversity and inclusion work, including in higher education. There are networking and scholarship opportunities. Juma is organizing the conference and Mary Sundal and Erby are chairing the new tract. As this is the first year for this tract, the response is uncertain. Submissions due December 20th.
 - c. New Policies related to 60+ Auditors –In the past, faculty were able to say no or to limit number of 60+ auditors in their classes. This is continuing. In addition, faculty will have more authority over what class activities (if any) auditors may participate in and will be able to remove an auditor from their class if they become disruptive. ADIC members gave

several suggestions to clarify the language of the policy and frame it in a more positive way.

d. Announcements

- i. Williams thanked CAS and OSID for sponsoring the flamenco classes and performances. It was well attended. January 27th, they will be bringing students to the Capitol for the Kansas Birthday Celebration. Let her know if there are any students you can think of who may want to attend.
- ii. There are about 60 students between Lincoln and LLC who will be staying on campus over break; another 105 in the village (Pierson). There will be little access to food for about seven to ten days. There has been an increase in Non Nobis Solum and other funding applications to stay here or get money.
- iii. Miller announced that each month on average, between six and eight thousand pounds of food and commodity items are provided to the campus community through Bods Feeding Bods. The iCard office has run out of the meal swipes that BFB had purchased for this semester by week three of fall 2023, and we are unable to purchase more from Chartwells at this time. Helping students get on SNAP is tricky as they are usually excluded. When students present with extreme need while visiting the pantry, they are sent to Harvesters for additional assistance signing up for SNAP. We also refer students to other community-based organizations as well as the [Community Navigators at TSCPL](#).

III. Subcommittees will convene to discuss goals and action steps. Progress reports will be shared at February meeting. See

https://docs.google.com/document/d/1FhW3IQpCvPukoQsXDz0bWI3uGI21a-a27v1YHzN_bkg/edit?usp=sharing

Inclusive Pedagogy at Washburn University

Inclusive pedagogy is a student-centered teaching approach that recognizes and values the diverse backgrounds, experiences, and learning variabilities students bring to the classroom and considers this diversity in relation to all aspects of teaching. These aspects include, but are not limited to, content, curriculum design, communication, pedagogical practices, and assessment. Inclusive pedagogy invites instructors to consider how their own identities and positionality influence their perspectives and students' learning experiences. Through the use of inclusive pedagogy, instructors cultivate classroom communities that welcome everyone and support all learners' success and belonging.

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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](#).

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 community can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same.

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 propose Washburn share 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 CTCL, faculty recruitment training, and more
- Reference/link in student code of conduct
- Reference at New Student Orientation
- Training for New Student Orientation Counselors and WU 101 Peer Educators