

**Academic Diversity & Inclusion Committee
Agenda**
September 10, 2019 1 PM Shawnee Room

- I. Approval of minutes from May 7 meeting (attachment p. 2)
- II. Introductions
- III. Committee Charge
- IV. Reports from Student Organization Meetings
- V. Old Business
 - a. Promoting diversity-related courses for spring 2020
 - i. Call for courses
 - ii. Event Planning
 - iii. Other discussion
 - b. Update on Proposed Minor Program
 - c. Update on Bias Response Proposal
- VI. New Business
 - a. Discussion of DRAFT 2019–2020 Goals (attachment p. 4)
 - b. Subcommittee Assignments
- VII. Announcements
 - a. Faith & Work Series (Joey Desoto)
 - b. Tilford Conference—Oct. 3 & 4 at the University of Kansas in Lawrence
<http://diversity.ku.edu/tilfordconference>
 - c. Student Organization Meeting Dates (attachment pp. 9–10)
 - d. Sharon Sullivan's UN class 2020 (attachment p. 11)

Academic Diversity & Inclusion Committee Minutes
May 7, 2019 1 PM Cottonwood

PRESENT:

Alegria, Barracough, Boyd, Burdick, Camarda, Dahl, Dempsey-Swopes, DeSota, Emperley, Erby, Etzel, Grant, Hart, Jones, Kendall-Morwick, McClendon, J. Miller, Morse, O'Neill, Sadikot, Schnoebelen, Thimesch, Tutwiler, Walter, Wasserstein, and Wynn

GUESTS:

Grospitch and Williams

I. The minutes from the April 9 meeting were approved.

II. Dr. Eric Grospitch, Vice President of Student Life, made a presentation on the Multicultural Resource Center. The university has requested an architect to come in and look at some spaces in the Union to come up with plans for the space. Other possible locations are Morgan or Kuehne (at least temporarily), but the Union is the most likely space for the permanent home. In any case it will require some offices moving around to accommodate. Grospitch also reported that a basic online training module with regard to diversity is in the works as part of the “onboarding” process for new students who will live in the residence halls. He said that he’s hopeful it could be incorporated as soon as NSO’s this summer. Grospitch also noted that the Bias Response Task Force has had its first meeting and is making plans for implementation of a process in the fall. Ideas/questions that came up during the discussion include: 1) perhaps the committee could help with RA training or be present at residence hall meetings so that the online training module could be expanded/discussed; 2) perhaps the modules could also be made available to faculty so that could reference them in class.

III. Erby solicited reports from those who had attended any student organization meetings. Members attended HALO (this group will be sending the ADIC their meeting minutes in the future so the committee is aware of their activities). Other members attended the BSU meeting. Erby said that she’d like to see members attending these and similar meetings going forward.

IV. Old Business

a. Erby noted there will be a debriefing scheduled on May 14 at 1 p.m. in the Cottonwood Room of the Union to discuss WU-mester 2019. She reminded everyone that the topic for 2020 is suffrage/voting.

b. Erby provided an update on staff hiring trainings. She noted that the 2 that have been offered for staff, but one geared toward faculty hiring is tentatively scheduled for August. It would be optional and would not replace EOE trainings provided by Pam Foster. There may also be some optional training offered in June, primarily aimed at staff. If you’d like to be included in developing or participating in this training, please let Erby know.

V. New Business

a. Erby facilitated a discussion on how to best address and prevent violence in our communities to keep students safe. Specifically, she asked for any ideas given the press release about the Washburn/JUMP partnership. She added that if anyone has ideas, she’d be happy to send those

forward to administration officials involved with these efforts.

b. Erby asked for help planning a committee retreat over the summer. She was thinking late-July for a half day, and the VPAA has said she will support this event with refreshments and/or a speaker/facilitator for professional development.

c. Burdick announced that the new Diversity and Inclusion Fellows at C-TEL are Muffy Walters & Tina Williams. She also thanked Sandy Tutwiler for her past service in this role. She added that 32 faculty earned the diversity and inclusion certification this year. Finally, she noted that new faculty orientation would feature two programs specifically aimed at inclusive teaching strategies.

d. Erby facilitated a discussion about promoting diversity-related courses for fall 2019 and beyond. Committee members asked for a list of relevant courses to be posted to the committee webpage and university social media accounts. Members discussed having a “mixer” in the spring to help promote these courses and minor programs to students and also bring more awareness of the existence of the committee to campus.

e. Wynn solicited volunteers to join a subcommittee that will review an Honors Program diversity strategic plan. She noted that if anyone was interested to please let her or Erby know.

f. Wasserstein offered an update on the Bias Rapid Response committee. She noted that they will be having a virtual meeting in the summer and that a system should be in place by the fall.

VI. Discussion: NONE

VII. Announcements

a. Sociology/Anthropology course additions that may be of interest include:

i. SO300 A: Immigration Policy and Citizenship: T 4-6:30pm, Dr. Childers

ii. AN300 A: The Immigrant Experience in America, MW 1-2:15pm, Dr. Miller

b. Be aware of the Tilford Conference call for papers sent out previously—Erby noted that the deadline is a bit earlier than in previous years.

Respectfully Submitted,

Jim Schnoebelen

Academic Diversity and Inclusion Committee

Committee Charge: The Academic Diversity & Inclusion Committee is charged with providing recommendations for programs, initiatives, and institutional practices that will cultivate a diverse and inclusive academic environment at Washburn.

Committee Membership Requirements:

- serve on at least one sub-committee
- regularly attend committee and sub-committee meetings
- share information with home unit(s) about the committee's efforts and gather feedback from unit(s) about these efforts
- attend at least 3 hours of C-TEL diversity professional development each semester

2019–2020 Goals

- **Goal 1: Obtain approval for minor program grounded in race theory and the experience of underrepresented group(s)**
 - Associated university goal(s): 1b., 1c., 1d.; 2d.; 3b.; 4d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Draft documents required for approval process	Documents drafted and distributed to stakeholders	June and July 2019	minor subcommittee
Seek feedback from stakeholders, including students	Feedback collected and integrated into revised proposal documents	By August 1, 2019	minor subcommittee
Submit proposal and required documents for approval	Documents submitted for approval	By August 30, 2019	minor subcommittee

- **Goal 2: Facilitate creation and success of affinity group(s) on campus**
 - Associated university goal(s): 3a.; 3b.; 3c.; 3d.; 3e.; 3f.; 3e.; 3g.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Draft documents to support creation of affinity groups, including best practices and boiler-plate charter	Documents drafted	By November 1, 2019	Affinity groups subcommittee
Seek feedback from stakeholders, including WU D&I leadership and integrate feedback into documents	Feedback collected and integrated into documents	By December 2019	Affinity groups subcommittee

Distribute documents to faculty and staff members, including targeted potential leader(s) of 1–2 possible affinity groups	Creation of 1–2 affinity groups on campus, with members recruited, to begin meeting spring 2020	By January 2019	Kelly Erby; Affinity groups subcommittee
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- **Goal 3: Enhance relationship between faculty, academic units, and multi-cultural student organizations and students of color at Washburn**

- Associated university goal(s): 2a.; 2b.; 2d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Invite more student members to serve on and regularly attend committee meetings	Increase student membership and attendance by 20%	By December 2019	Kelly Erby; committee members
Committee members regularly attend multi-cultural student organization meetings and events and report to full committee	Meetings and events attended and committee updated	Throughout fall 2019 and spring 2020	Committee members
Promote courses that focus on the experiences of under-represented groups to multi-cultural student groups and students of color	Work with Schools to promote courses with timing keyed advance spring and summer registration (Oct. 22–25); take course flyers to student organization meetings; hold promotional event hosted by committee in anticipation of spring and summer registration	Throughout fall 2019 and spring 2020, especially during enrollment period	Kelly Erby; committee members; Michaela Saunders; others
Facilitate co-sponsored events between student organizations and academic units	At least 3 co-sponsored events held during 2019–2020 academic year; high levels of satisfaction on event surveys	By May 2020	Kelly Erby; Jessica Neuman Barraclough; Melisa Posey; sub-committee members; student leaders
Encourage committee members to attend a Groundwork training offered by the Office of Diversity and Inclusion	At least 20% of committee members will attend an Ally training during 2019–2020 academic year	By May 2020	Kelly Erby; Melisa Posey

- **Goal 4: Research best practices and prepare reports to share with campus and surrounding academic communities on relevant and timely topics, such as white–non-white interactions on campus; pedagogical effects of new C-TEL certificate of inclusive teaching; advising and mentoring students of color; recruiting diverse students; enhancing community connections; etc.**
 - Associated university goal(s): 1a.; 1b.; 1d.; 1e.; 2a.; 2b.; 2d.; 2e.; 3e.; 3g.; 4c.; 4d.; 4e.; 5a.; 5e.; 5h.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Identify at least 1 research area and research planned and begun	Research area identified and research planned and begun	By January 2019	Research subcommittee
Prepare best-practices or technical report	Report drafted	By March 2020	Research subcommittee
Share with campus community	Make report available via Workplace and other outlets; host campus presentation of research findings	By May 2020	Research subcommittee
Share with surrounding academic communities	Present at Tilford 2020	Submit presentation proposal by August 2020; present October 2020	Research subcommittee

- **Goal 5: Assist in the creation of a task force convened by the VPAA to create a framework for unit-level and institutional diversity and inclusion strategic planning**
 - Associated university goal(s): 1a.; 1b.; 1c.; 1d.; 2a.; 2b.; 2d.; 2e.; 3b.; 3g.; 4d.; 4e.; 5a.; 5h.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Taskforce convened	Taskforce consisting of administrators, members of the ADIC committee, and other stakeholders	By October 2019	Juli Mazachek
Framework created	Useful framework created with buy-in from constituents across academic units	By March 2020	Taskforce members
Identify an academic unit to pilot using the framework to create a	Unit identified and planning begun	By May 2020	Taskforce members and Juli Mazachek

diversity and inclusion strategic plan			
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- **Goal 6: Coordinate successful WU-mester on citizenship and suffrage, building on successes of spring 2019 and increasing participation of community and campus partners**

- Associated university goal(s): 1d.; 2b.; 2d.; 3g.; 4d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Share 2020 topic with faculty, staff, and community partners;	Promotional materials developed and available at C-TEL kickoff August 23, 2019; visit department and division meetings to engage departments and faculty members in WU-mester	Throughout summer and fall 2019	WU-mester subcommittee
Create WU 101 lesson plan to share with WU 101 instructors to prepare freshmen students for WU-mester topic	Engaging lesson plan developed and shared with fall WU 101 instructors, along with information about the WU-mester initiative	By August 2019	Kris Hart and Andrea Thimsesch
Coordinate robust slate of academic, and co-curricular programming	Programming coordinated and scheduled with more involvement from community partners and academic units than last year	Calendar will be created by January 2020	WU-mester subcommittee
Hold C-TEL workshop on preparing for WU-mester 2020	C-TEL workshop held and high levels of satisfaction on workshop survey	December 2019	Kara Kendall-Morwick, and Kelly Erby
Improve publicity of WU-mester events and their relevance to campus and community	Improved, more user-friendly calendar of WU-mester events on the WU-mester webpage; regular communication with campus and community regarding WU-mester events, including suggested discussion	Spring 2020	WU-mester subcommittee; University Relations

	questions and lesson plans		
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HALO MEETINGS

Fall 2019 Schedule



2:30pm - 3:30pm

August 27
Lincoln Room, Memorial Union

September 10
Cottonwood Room, Memorial Union

September 24
Lincoln Room, Memorial Union

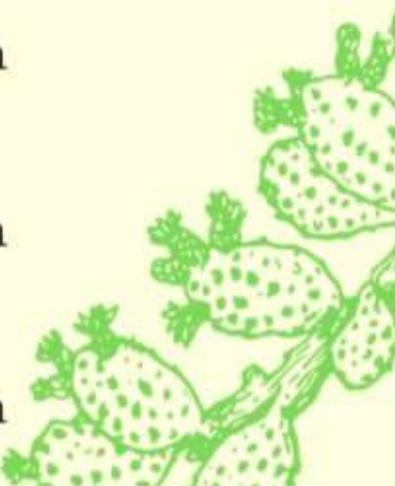
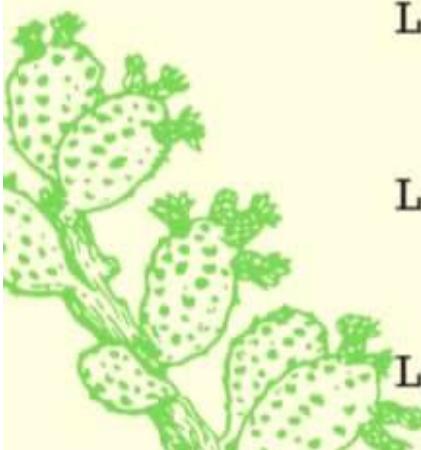
October 8
Cottonwood Room, Memorial Union

October 22
Lincoln Room, Memorial Union

November 5
Lincoln Room, Memorial Union

November 19
Lincoln Room, Memorial Union

December 03
Lincoln Room, Memorial Union





Club Meetings

When:

Every Monday

Where:

Blair Room (LLC)

Time:

7:20pm-8:50pm

Website:

WUBSU.weebly.com

WBSU

Purpose:

To make a difference at WU and the surrounding community while creating independent, responsible, positive young adults who are also financially, politically and socially aware leaders who embrace and promote a positive and professional image of the Black collegiate experience.

Goals:

1. Provide a voice for diverse populations on campus and in the community to promote acceptance for ourselves and those around us.
2. Render volunteer/community services throughout the community.
3. Promote empowerment and mold each member into a strong leader.

United Nations 64th Commission on the Status of Women with Sharon L. Sullivan
New York City, March 7-13, 2019

Approximate cost: \$2000-2100 depending on number of people. Four people per room. (Single room price is an additional \$2000).

Included: Airfare, accommodations (with breakfast), transportation to/from the airport, and a Broadway show (don't know which one yet).

Required: Application for the trip.

Deposit due by November 1: \$100 due with application. Please make checks out to Washburn University. The cost of the trip (- deposit) will be added to your school bill.

You may take the 3 credit course WG 399A, UN Commission on the Status of Women-Travel. Thursdays 1-3:45. Optional.

Application due November 1.

WG399A 64th United Nations Commission on the Status of Women

WU Student Learning Outcome: Global Citizenship, Ethics, and Diversity. Global citizenship refers to the broad understanding of peoples and cultures in the United States and around the world, and to humankind's place and effects in the world. Global citizenship includes a respect for the commonalities and differences in peoples, including an understanding of values, beliefs and customs. It places an emphasis on the economic, religious, political, geographic, linguistic, historic, environmental and social aspects that define cultures. It places an emphasis on ethics, equality and human rights, an appreciation for diversity, the interconnectedness of societies and cultures, and a commitment to finding solutions to problems that can affect the world.

In this course students will study the work of the United Nations and the UN Commission on the Status of Women, identify the Millennium Development Goals, and critically examine how countries and non-governmental organizations are addressing these goals by attending the 63th U.N. Commission on the Status of Women in New York City.

Requirements:

Class participation and weekly readings-10 points

Class presentation on Beijing Platform topic-10 points

Attend a minimum of four parallel events per day at 64th UN NGO CSW-50 points

Reflection paper on CSW and parallel events attended-15 points. Due Week 12.

Public presentation at Day of Transformation or WU Gender Brown Bag-15 points. April 2017.

64th UN CSW

We will travel together to NYC on March 7 and return on March 13. Each student will attend a minimum of four parallel events of their choice per day at 64th UN NGO CSW (minimum of 16 total). At least one panel per day must address an issue in a country other than the United States.

*****While in NYC, students must check in with me each day at 7:30 am.**

Public presentation

Each student will contribute to a public presentation at Day of Transformation or at the Gender Brown Bag. April 2020. If you are participating in this course as a WTE, you can share your work at Day of Transformation. If you are not participating as a WTE, you can participate in the brown bag lunch and learn. If you would like to present at another venue, please discuss it with me first.

Washburn Transformational Experience: Under the “Exploring America WTE” only students who have not received WTE money (other than poster money) can benefit from WTE monies. If you received money under International travel or Creative and Scholarly WTE, you can NOT benefit from the Exploring America WTE. You CAN still participate in this class and attend CSW AND enroll for a WTE, but you will need to fund the trip yourself. You can still participate as a WTE, but you cannot be funded again. Eight students may receive WTE funding for this trip.

Application form for UN CSW 2020

The Commission on the Status of Women (CSW) is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

During the Commission's annual two-week session, representatives of UN Member States, civil society organizations and UN entities gather at United Nations headquarters in New York. They discuss progress and gaps in the implementation of the 1995 Beijing Declaration and Platform for Action, the key global policy document on gender equality, and the 23rd special session of the General Assembly held in 2000 (Beijing+5), as well as emerging issues that affect gender equality and the empowerment of women.

Dr. Sharon Sullivan will offer a spring semester class about the UN CSW and a one-week trip to attend CSW on March 7-13, 2020. Space is limited and by permission only. The trip is WTE eligible. Estimated trip cost is \$2000 plus tuition for 3 credits (if enrolled in the course).

If you are interested in participating, please fill out this application and return it to Sharon Sullivan in Garvey 133 or email at Sharon.sullivan@washburn.edu. Applications due November 1, 2019.

Personal information

Name: _____ WIN Number: _____

Email: _____ Phone Number: _____

General Information

What classes have you taken that could be relevant to UN CSW?

Why do you want to attend the UN CSW? What are your goals? 300-500 words