

Academic Diversity & Inclusion Committee
Agenda
March 8, 2022, 1 PM via Zoom

- I. Approve minutes from February 8, 2022 meeting
- II. Dr. Eric Gropitch on Committee Concerns
- III. Old Business- feedback on definitions of diversity, equity, inclusion, and belonging (attachment p. 4)
- IV. Update about the use of images in electronic formats to convey information (see attachment p. 5)
- V. Discussion—WUmester 2023
- VI. Announcements
 - a. WUmester 2022
 - i. Register for monthly challenges [here](#)
 - ii. Mulvane WUmester Exhibit February 4–July 23, 2022: Curated from the permanent collection, the exhibition will explore the various meanings and definitions of truth. In particular it will consider how distinct identities shape perspectives and understandings of social and political issues.
 - iii. [What's Your Truth](#) writing contest (flyer attached)
 - iv. [Screening of Fruits of Labor](#) and discussion with filmmaker, March 29, 5 p.m. in Henderson 112 (flyer attached)
 - v. Urge event, early April, details TBD
 - vi. Speak Out Against Sexual Assault, April 12, Union Underground
 - vii. [WIFI Film Festival](#) April 29–May 1, 2022: Events include a workshop on making historical documentaries that accurately and professionally shed light on unknown stories.
 - b. www.washburn.edu/dicourses

**Academic Diversity & Inclusion Committee Meeting Minutes
February 8, 2022, 1:00 PM via Zoom**

Present: Kelly Erby, Beth O'Neill, Kim Morse, Barbara Scofield, Shelly Bearman, Danielle Dempsey-Swopes, Dennis Etzel, Izzy Wasserstein, James Barraclough, Jason Miller, Jim Smith, Joey DeSota, Keith Tatum, Kelly McClendon, Leah Brown, Mary Sundal, Megan Dorantes, Melanie Burdick, Muffy Walter, Norma Juma

Guest: Michelle White-Godinet

- I. Michelle White-Godinet introduced herself as the new Equal Opportunity Director/Title IX Coordinator. She shared that she is spending time getting to know Washburn University and is looking forward to meeting faculty and staff. She is hopeful that people will view her role and office positively and as a place of support.
- II. Kelly Erby reported that the committee was in need of a secretary. Erin Grant is no longer able to serve as secretary because she is teaching during the committee meeting times this semester. Beth O'Neill volunteered to serve as secretary for the committee.
- III. A motion to approve the minutes from December 14, 2021 committee meeting was made and seconded, and the minutes were approved.
- IV. Old Business
 - a. Definitions of diversity, inclusion, equity, and belonging were reviewed from the previous meeting and Kim Morse moved to approve the definitions, Izzy Wasserstein seconded, and the definitions were approved. The committee clarified that the purpose of the definitions is to develop a common language for Washburn to facilitate institutional conversations about diversity, inclusion, equity, and belonging. Committee members decided to informally gather feedback from as many entities as possible between now and next ADIC meeting. The committee will then evaluate if any changes to the definitions are needed at the March meeting, before taking the definitions on for additional feedback from deans and then shared governance bodies, including faculty senate, staff council, and WSGA.
- V. Updates about Faculty hiring
 - a. Kelly Erby shared a presentation regarding some of the changes to fulltime faculty hiring processes. Changes include:
 - i. Revisions to how positions are requested and considered
 - ii. Creation of faculty hiring guidebook to standardize some processes and incorporate best practices in effective and inclusive recruitment and hiring; guidebook is available for committee member review
 - iii. Commitment to inclusive teaching as required qualification for all faculty positions
 - iv. Updated language on job postings describing Washburn University and our commitment to inclusion
 - v. Recruitment plans must be developed and a record of recruitment submitted for each search
 - vi. Evaluative criteria must be developed before search committee can begin reviewing/screening applications and evaluation tools must include assessment of commitment to inclusive teaching

- vii. Inclusion advocate position created on search committees with additional training opportunities
- viii. University-required training of all search committee members

VI. Discussion

- a. Images used to convey information in emails and BodTalk: The use of images to convey information can be inaccessible because it doesn't work well with text readers. Dempsey-Swopes and Erby will try to gather more information and explore some ways to pursue improvements.
- b. ADIC members expressed deep concern about a noose displayed and photographed in the LLC. Members indicated they wanted to convey their concerns to the administration.

VII. Announcements

- a. Upcoming CTEL Events
 - i. Student Accommodations: Flexibility and Responsibility with Danielle Dempsey-Swopes, Feb. 8 at 2:30 PM. Register with CTEL.
 - ii. Is there Always a Truth for students? with Dr. Eric Grospitch, Feb. 15, 1-2 p.m. Register with CTEL.
- b. WUmester 2022
 - i. Register for Monthly Challenges [here](#).
 - ii. WUmester Keynote Event March 1, 6 PM, BTAC, by Albert Woodfox, a member of the Black Panther Party wrongfully convicted of murder and held for 43 years in solitary confinement until he was freed by the Innocence project. Mr. Woodfox is also the author of *Solitary: Unbroken by Four Decades in Solitary Confinement. My Story of Transformation and Hope*.
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VIII. Meeting was adjourned at 1:58 PM.

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. While an inclusive group is necessarily diverse, a diverse group may or may not be inclusive. 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.

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Subject: FW: Bod Talk + Accessibility
Date: Thursday, February 10, 2022 at 2:36:21 PM Central Standard Time
From: Danielle Dempsey-Swopes
To: Kelly Erby, Izzy Wasserstein
Attachments: image002.jpg, image003.png, image004.png, image005.png, image006.png

FYI. Feel free to contact them directly if you have questions.

From: Joy Bailes
Sent: Thursday, February 10, 2022 2:35 PM
To: Danielle Dempsey-Swopes <danielle.dempsey-swopes@washburn.edu>; Brenda White <brenda.white@washburn.edu>
Cc: Patrick Early <patrick.early@washburn.edu>
Subject: Bod Talk + Accessibility

Hello, friends.

We wanted to circle back on our conversation about ensuring Bod Talk is accessible. Going forward, all graphics will include “alternative” text so that if the recipient has graphics turned off or is using software to read Bod Talk the alternative text will show up or be read.

Since you can’t readily see this as a recipient yourself, unless you’re using either of those methods, we wanted to show you a screen shot of what it looks like “behind the scenes.”



Please let us know if you have any further questions, or need anything else from our office.

Thank you!

Joy Bailes

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CONNECT WITH US:





WHAT'S YOUR TRUTH

Join us in a university-wide conversation as we examine how truth, knowledge and belief shape our world. The WUmester 2022 topic, TRUTH, examines the concept of truth from the perspectives of academic disciplines across campus. It considers how truth, knowledge, and belief shape the world we live in and the power structures that influence how we come into relation with truth. WU students and faculty submit your response to a work or group of artworks presented in conjunction with WUmester and currently on exhibit at the Mulvane Art Museum. It's easy!

POETRY • FICTION • NONFICTION

\$500 cash award in each category for student works

- Visit the Mulvane Art Museum exhibition: **Truth** (upper level, south gallery).
- Select an artwork or group of artworks.
- Write your own response to questions posed by WUMESTER 2022.
- Submit your poetry, fiction, or nonfiction response, no more than 1500 words, double-spaced, and 12 pt. font to: anastasia.donley@washburn.edu by midnight, Wednesday, March 23, 2022.



Selected works will be published in a catalog and on-line journal. Three \$500 cash awards for student submissions along with honorable mentions will be announced at a reception on April 26, 2022.

INFORMATION: email connie.gibbons@washburn.edu or call 670-2423

www.mulvanearmuseum.org | www.washburn.edu/academics/WUmester/index.html

WUMESTER 2022

RSVP at:



Fruits of Labor

Ashley, a Mexican-American teenager living in California, dreams of graduating high school and going to college. But when ICE raids threaten her family, Ashley is forced to become the breadwinner, working days in the strawberry fields and nights at a food processing company.

Join us for a Free Dinner, Film Screening, and Discussion with Film Director Emily Cohen Ibañez

Tuesday, March 29, 2022 | 5:00 – 7:30 PM | Henderson 112

Please RSVP to ensure we have the right amount of food at <https://tinyurl.com/WashburnFoL22>

Questions or need accommodations? Contact jason.miller2@washburn.edu

Presented as part of WUmester 2022. Sponsored by the WU Office of Diversity and Inclusion, Student Life, Sociology and Anthropology, HALO, Gamma Phi Omega, and Sigma Lambda Gamma.



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