

Diversity and Inclusion Committee

Meeting Minutes September 12, 2023, 1 PM, Vogel Room

Present: Brown (M), Burdick, Collier, Erby, Dempsey-Swopes, DeSota, Gonzales (A), Grant, Hageman, Hart, Havens, McClendon, Kendall-Morwick, Lassmann, Leslie-Canty, Miller (J), Pierson, Stepp, Sundal, Smith (C), Stephenson

- I. Minutes from May 9, 2023, were approved without edits.
- II. Presentation of 2023 Climate Survey results and discussion (Stephenson and Smith)
 - Sheet provided to collect feedback.
 - Stephenson: need to have a discussion of the results to create recommendations to improve in problem areas. We used Hanover firm to conduct the survey this time as the previous survey had constant issues. So far, the diversity leadership group has seen the results and other groups on campus – students, staff, and faculty – will receive them as well.
 - Smith provided a presentation of the materials.
 - Hanover provided questions; we added others related specifically to WU. There were incentives provided for students who completed the survey.
 - Respondents indicated that faculty, staff, and students identify as majority white and female.
 - Most respondents thought leaders supported DEI. More at WUTech than WU main campus. There are statistically significant differences between white and non-white respondents in the belief there is a strong DEI culture at WU. Similar differences for those who are confident in WU addressed reported issues on campus.
 - Similar statistical difference as related to belonging and being valued.
 - Faculty reported DEI issues in terms of service and tenure, as well as implicit bias being an issue.
 - As with the last climate survey, there were questions related to campus safety. Those identifying as female were more likely to have concerns of safety on campus. Major issues include lighting being insufficient.
 - Stephenson presented recommendations and work in progress to make WU more inclusive, including:
 - Thrive scholarship.
 - Math, English, and WU101 efforts to remove obstacles.
 - CTCL inclusive teaching practices, STEM focus this month.
 - Creation of an office of accommodations to include all offices associated with accommodations. Body type accommodations are being made including different types of desks and chairs.
 - Created a director of belonging.
 - Breaking down success data by demographics.
 - More recruitment and retaining strategies. Recruitment strategies include training for search committees, as well as inclusion advocates and data analysis to see who we are attracting to ensure

the most diverse and best pool of candidates possible. Retaining strategies have included a more systemic paid faculty mentoring program, better methods of handling bias incidents.

- Diversity leadership is also looking at how to better handle bias incidents so those reporting will be satisfied things are being taken care of. There are also efforts to make the processes clearer.
- Safety concerns are being addressed, for example moving maybe to where there are better lit parking lots and less need to walk across campus. Police phone is now 1300.
- Except for the safety questions, the survey is new. Hart asked about how we will see trends. The survey will be put out every two to three years.
- Gonzales asked about the safety issues and police on campus. Brown reported that on campus in Missouri the officers did outreach like self defense courses and leading a safe walk; perhaps this could be replicated.
- Miller mentioned there should be more focus on faculty/staff retention. McClendon asked if the recruitment strategies include adjunct recruitments. Erby answered that adjunct recruitment varies by school.
- Gonzales noted that much activity on campus is focused on Greek life. Could there be more investment in HALO and BSU? Hageman reported that in WU101 people come in and talk about orgs and Bods Connect. There is also WUfest to share about student orgs and other events like celebration of Hispanic heritage month.

III. Updates

- Register for 2023 Tilford Conference, Oct. 5–6
- CTCL STEM event, Dewsbury coming to campus. Burdick has seen him before and found the workshop to be beneficial outside of STEM
- Please attend the Zoom strategic planning meeting today
- WUmester 2024: Community & Belonging