

## **Notes from Open Discussion Portion of 3/18/19 Diversity and Inclusion Meeting**

At this meeting on 3/18/19, Dr. Farley, Dr. Mazachek, and Dr. Grospitch presented a proposed plan of action aimed to improve diversity and inclusion at Washburn. See the posted pdf file of this PowerPoint presentation. This presentation was followed by open discussion from the audience. Below is a best-effort summary of the discussion. The notetaker did their best to record the main points each speaker raised; however, it is entirely possible and even likely that some important ideas have been unintentionally left out from the summary below. If you would like to correct the record, email [WUcandobetter@washburn.edu](mailto:WUcandobetter@washburn.edu).

Speaker 1: What is the timeline for fulfilling the proposed plan of action? Where is the money to come from? When will current students see results? Expressed desire to make things better for future students.

Speaker 2: Why is this plan only being proposed now? Why weren't these concerns addressed previously?

Speaker 3: WU needs to create a hate speech policy that is different from free speech.

Dr. Farley: A speakers' fund has already been established to bring in speakers to address diversity and inclusion. There will be opportunities for students to attend social justice training very soon. A space will be created for a multi-cultural resource center by Fall 2019.

Dr. Mazachek: Work will also begin on diversity and inclusion strategic plan.

Speaker 4: Discussions about race, disability, gender, predate proposal of an indoor practice facility.

Speaker 5: Washburn is 20 years behind. She is tired of talking and not being listened to. Students are not willing to wait anymore and will keep the pressure on.

Speaker 6: It is tiresome how people don't listen to problems or solutions when they are expressed and proposed. Office of Diversity and Inclusion needs more resources, it is insulting to that office to bring in consultants [as proposed in plan of action]. WU is not currently what people want it to be.

Speaker 7: Old WU 101 assignment was not a good assignment. Diversity shouldn't be just one assignment.

Speaker 8: Feels like she has been silenced by faculty and staff. Faculty and staff at Washburn are less inclusive than elsewhere in the state.

Speaker 9: Has had a mostly positive experience at Washburn, has been encouraged to succeed. Other students respond that this speaker is discounting their more negative experiences.

Speaker 10: Public school system is the problem; need more inclusive public schools and history textbooks.

Speaker 11: Recounts a time she got into an altercation with a girl at the LLC who repeatedly said the N word. Felt like the Washburn police and Assoc. VP of Student life did not do anything meaningful to address this. They moved the girl to a different hall. This was not enough. WU needs to do more work so students of color feel comfortable and safe on campus.

Speaker 12: What are the consequences for people who say hateful things? What does it take to be suspended?

Dr. Grospitch: Provides some information about the code of conduct.

Speaker 13: Says black students are perceived as threatening by administrators and WU police and get worse punishment; the code of conduct is interpreted differently for students of color than for white students. Says use of the N word is threatening to students of color and makes them feel unsafe. More should be done to address this.

Speaker 14: Speaks about incident of discrimination within Greek community and her feeling that not enough was done to resolve this incident.

Speaker 15: Says he feels powerlessness when students report incidents of hate and bias and nothing is done to address these incidents.

Speaker 16: Recounts a time she experienced antisemitism from another student on campus. Faculty members and others were present and did not intervene. Says she experienced a faculty member repeatedly saying the N word.

Speaker 17: Says no one should say N word and that rap music normalizes this word. Other students interject to disagree and explain how reclaiming this word can be an act of empowerment for people of color.

Speaker 18: The problems related to inclusion on campus are bigger than about race alone. Recounts experience of discrimination against pagan student group. Expresses that students must hold other students accountable.

Speaker 19: WU needs to show compassion and care for all students. Discusses a “civility campaign” she took part in at another institution to teach civility. WU needs to follow up with students and faculty who have reported negative experiences on campus. More needs to be done to check in on students of color and find out more about their experiences on campus. Faculty need to be made more aware of incidents on campus so they address them in their classrooms.

Speaker 20: Asked questions about how disability concerns and sexual assaults are handled and about the reporting process at WU.

Speaker 21: “We go hard for Washburn, but you don’t go hard for us. Go as hard for me as I go for Washburn.”

Speaker 22: Expressed that social media incident at the end of February was poorly communicated to campus community. Faculty members did not know what happened.

Speaker 23: Students shouldn’t always have to go to talk about their concerns. Administrators and faculty members should go to students of color, check on them, see how they are doing, go to multi-cultural student organizations.

Speaker 24: Why now? Why didn’t students’ negative experiences and stories matter before?

Dr. Mazachek: We all need to work together. Conversations like this one are needed to talk through and address these issues. More of these discussions will be scheduled in the future.

Speaker 25: Why is this conversation being cut off? More discussion is needed.