



# PRESIDENT'S TASKFORCE ON EQUITY, INCLUSION & DIVERSITY 2013-2017

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ASSIGNED WORK, ACCOMPLISHMENTS, AND RECOMMENDATIONS:  
PRESENTATION FOR THE PRESIDENT'S CABINET, TUESDAY, JUNE 6, 2017

# INTRODUCTION

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President → Chair(s) → 30+ Member Representatives

Associated Students VP Diversity \* Ethnic Student Center \* Minority Employees Council \*  
LGBTQ Advocacy Council \* Equal Opportunity Office \* HR Inclusion Manager \* Women's  
Leadership Network \* Disability Resource Center \* Veteran Services \* Assistant to the  
President for Diversity \* Institute for Global Engagement \* American Cultural Studies \*  
Center for Education, Equity, & Diversity \* Education for Social Justice \* Women, Gender &  
Sexuality Studies \* Faculty Senate Social Justice Committee \* Provost Dean's Council \*  
Faculty Senate \* additional students

# HISTORICAL CONTEXT

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- Bruce Shepard's statement at convocation, and the ways in which Western and local community responded led to the formation of the President's Taskforce on Equity, Inclusion and Diversity (EID), and setting aside \$250,000.00 for diversity initiatives.
- Initial task of EID was to recommend funding diversity proposals submitted, which later moved to a presidential charge(s) to EID each year, i.e., EID Strategic Plan

# LIST OF ACCOMPLISHMENTS

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- Strategic Equity Plan
- Multicultural Center/Initiative Proposal
- Recruitment: Hiring Processes
- Campus Climate and Listening Sessions
- Development of Bias Response Process
- LGBTQ Climate and LGBTQ Center Director
- Gender Neutral Bathrooms/Facilities Accommodations
- Tribal Liaison Proposal
- NASU Community meetings Support
- Blue Group Sanctuary Campus Support
- Host & Moderate Town Hall
- Review of the Anti-Semitism Report
- Presidential Search Process
- University Accreditation Committee: Interview
- University Strategic Planning Committee: Interview
- Equity and Inclusion Forum: Initial Proposal Support and Volunteering
- Colleges' Equity Diversity Committee Training
- Environmental Studies Sustainability Project Consultations

# 2016-17 CHARGE FROM PRESIDENT RANDHAWA

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- Collecting Data on the Status of Racial Minorities and Women on campus
- Resources to Navigate Diversity/Inclusion Conversations in the Classroom
- LGBTQ Center Director Proposal
- EID Presidential Lecture Series

# COLLECTING DATA ON THE STATUS OF RACIAL MINORITIES AND WOMEN ON CAMPUS

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## Quantitative Data: **HERI Surveys Facilitated by the Equal Opportunity Office**

- **Faculty Survey** (February 23 – March 22): *39.6% response rate (including partial responses)*
- **Staff Survey** (April 4 – April 28): *46.6% response rate (including partial responses)*
- **Student Survey** (April 21 – May 12): *7.5% response rate (including partial responses)*

# COLLECTING DATA ON THE STATUS OF RACIAL MINORITIES AND WOMEN ON CAMPUS

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## **Quantitative Data (cont'd):**

- EO Office Affirmative Action Plan (AAP)
- Census Statistics and Projections
- Office of the Superintendent of Public Instruction (OSPI)

# COLLECTING DATA ON THE STATUS OF RACIAL MINORITIES AND WOMEN ON CAMPUS

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## Qualitative Data:

- Focus Groups for faculty, staff, and students based on patterns identified in the HERI Surveys
- Analyses of Listening Sessions on race (conducted Winter/Spring 2016)
- Utilization of existing reports
  - *“The Experiences of LGBT Faculty at Western Washington University”*
  - *“The Experiences of Faculty of Color at Western Washington University”*
- Feedback from Equity and Inclusion Forum
  - <https://wp.wvu.edu/equityforum/assessment/>

# RESOURCES TO NAVIGATE DIVERSITY/ INCLUSION CONVERSATIONS IN THE CLASSROOM

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- Videos from Western faculty
- National/Global Perspectives on Inclusion
- ‘In the news’ + calendar + social media
- Academic research on equity and inclusion
- Diversity in the classroom
- Community engagement

# HOW TO SUPPORT DIVERSITY/INCLUSION CONVERSATIONS IN THE CLASSROOM

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Western Washington University has an abundance of expertise, knowledge, and caring individuals who are passionate about co-creating inclusive learning spaces. Furthermore, it's important to be responsive to the current crises in our socio-political climate.

- *Spring 2017 – Response to Our Current Climate:* In partnership with Western Libraries' Teaching and Learning Division, the EID Subgroup is proud to share campus resources and expertise with faculty, staff, and students at Western Washington University through a website. The purpose of this page is to specifically provide Western Faculty with new knowledge and skills in order to support specific identity groups that are currently facing heightened duress and discrimination in our socio-political climate.
- *Current Status:* Website has been developed; working with campus experts to gather and house content.
- *Timeline:* Should be published by early Summer 2017.

# HOW TO SUPPORT DIVERSITY/INCLUSION CONVERSATIONS IN THE CLASSROOM

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While the Spring 2017 website is a good start for supporting specific identity groups, the University would benefit from a campus-wide website that hosted curricular materials designed to initiate, guide, and enhance diversity / inclusion conversations in Western classrooms. Thus, the subgroup has the following proposal:

- Website Proposal:
  - [See full details of the proposal here.](#)
  - Project Summary & Purpose: The described diversity toolkit strives to educate faculty and instructors at Western Washington University by facilitating connections to campus resources, programs, and expertise. The goal is to create a centralized forum that fosters conversations, connections, and the co-creation of an inclusive collegiate environment.
  - What is needed to make this proposal successful? Web developer; designer; communications and marketing specialist from University Communications; and an identified team of content managers for the site.

# LGBTQ CENTER DIRECTOR PROPOSAL

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- Position based on needs identified from constituent communities (surveys, interviews, two SCOT analyses) and grounded in best practices from campuses nationwide, using Consortium of Higher Education LGBT Resource Professionals information/
- Vetted by students/staff/faculty from constituency,
- Position responsibilities are categorized into the factors that are meant to improve LGBTQ climate (Rankin & Reason, 2008): (1) access/retention (2) research/scholarship, (3) inter- and intragroup relations, (4) curriculum and pedagogy, (5) university policies and services, and (6) external relations
- Revised position description with support and approval of VP Coughlin and Provost Carbajal is being forwarded to President so filling the position can happen next

# EID PRESIDENTIAL LECTURE SERIES

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- The Presidential Diversity Symposium would take place, at an appointed time each year, in the winter or spring quarter, to highlight the importance of diversity and inclusivity on the WWU campus.
- The one day symposium would feature faculty, staff, student presentations and seminars related to diversity, social justice, campus unity and intersectionality. For this one day on-going day and evening classes would be suspended.
- All campus staff, faculty and students would attend a number of the presentations throughout the day and be invited to an all campus address by a noted personality that evening. Some potential speakers: Gary Locke, Fareed Zakaria, Janet Napolitano, Oprah Winfrey, Rita Mae Brown, Ana Castillo.
- Following the symposium all units of the University would be strongly encouraged by the WWU President to have follow up sessions and discussion in the subsequent week, within their units, to discuss ideas and concepts gleaned from the Symposium.

# IN CLOSING/FINAL RECOMMENDATIONS

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- Moving forward, I am committed to institutionalizing some of the work and recommendations of the Task Force, ensuring that they are integrated into part of the “regular” work of the relevant offices and divisions, and that there is accountability and regular communication to campus about it. A few activities that immediately rise to the top are:
- Recruitment of an increasingly diverse student body;
- Increasing recruitment and retention of diverse faculty, and providing the right tools, incentives and expectations to departments for success in hiring;
- Implementing the recommendations of the Task Force on Preventing and Responding to Anti-Semitism
- Recruitment of tribal liaison and LGBTQ resource positions

# IN CLOSING/FINAL RECOMMENDATIONS

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- Campus-wide Resource Website
- Post Analyses for Quan/Qual data collected to determine areas for improvement
- Campus-wide Civility/Civil Engagement Training
- Holistic approach for creating a new Equity, Inclusion and Diversity paradigm
- Fundraising campaign to support Equity Initiatives
- Address specific needs, i.e., Latino/a/x largest growing community; anti-Black activities

IN CLOSING

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- Thank you from the Taskforce Members for Allowing Us to Serve Our University!!!