

Academic Diversity & Inclusion Committee Meeting
December 10, 2019 1 PM Shawnee Room

Present: Berumen, Barraclough, Brown, Dempsey-Swopes, Desota, Erby, Etzel, Gibbons, Grant, Hart, Juma, Kendall-Morwick, Lambing, McClendon, Miller, Morse, O'Neill, Petersen, Posey, Sundal, Thimesch, Wasserstein

I. Approval of minutes from November 12 meeting

II. Reports from Student Organization Meetings

- a. First Generation group will not meet again until the first Wednesday of February at 4 pm.
- b. Wasserstein attended HALO's 11/19 meeting with Anita Austin in which community participation and engagement were discussed.
- c. Spring semester events
 - i. Dempsey-Swopes announced a step show at 7 pm on February 14th.

III. New Business

- a. Campus Climate Survey will be implemented between January 27 and February 14
 - i. Skyfactor will be administering the survey. The survey will be open to all WU community members with different questions for faculty, staff, and students.
 1. WU can add up to 20 institution specific questions.
 - a. Miller suggested the text displayed before the survey should include a definition of what climate means and what the survey is intended to do. May also include what the data will be used for. Petersen suggested there is a potential for validity issues if definitions are provided. It would be best to include multiple questions over the same measure to ensure the respondent understands
 - b. Wasserstein stated demographic questions should include more options; should have more open ended questions for richer feedback. McClendon agrees – how do Saudi students answer? What does unknown mean? Miller would like to see some proxy

- questions for class. Another suggestion was to add something regarding religion / faith / lack thereof.
- c. Others suggested the inclusion of the amount of time one works; whether employment is on or off campus. Questions about family, including kids, parents, or otherwise should be included as well.
 - d. Kendall-Morwick would like to see questions that ask about the amount of time individual spend with those different from themselves. Petersen suggested adding something about places and organizations to help with this.
 - e. Grant offered that the questions asking about perceptions of faculty and staff should be separated as experiences will differ.
 - f. Miller would like to in the learning section questions about self-efficacy and confidence. Ask about what tools and services the students would like to see on campus.
 - g. Morse believes that we should be careful about number of questions added. Focus groups may be key after the fact to have more of those open ended questions
2. Skyfactor will provide WU the a comparison of results to other institutions.
 - a. Who will analyze the data? Can the research subcommittee be involved?
 3. There is a way to check for updates on the response from the survey
 - a. Petersen asked if we would be getting a good idea of the demographic proportionality to the rest of the university.
 - b. Can look to previous studies to determine what kind of students were more likely to fill it out and who we should focus the most advertisement toward.
 4. Dempsey Swopes – faculty have a hard time getting people engaged.
 - a. Morse suggested that extra credit worked in the past to encourage participation. The survey could provide a certificate when it had been completed for proof. Wasserstein believes this is something

many faculty will be willing to do. Miller suggested a drawing may also be beneficial; use a link at the end of the survey to take participants to another site where they can enter.

- b. Morse advertised previous surveys well in advance, and suggested an email blast before winter break and the use of social media. administrator.
- c. Barraclough suggested reaching out to the student organization mentors and having a table at Bowtie would be good for advertisement.

b. WUmester

- i. There is a whole team working to plan and promote the effort. Dates for events are in the process of being confirmed.
- ii. There is C-TEL workshop planned for December 16 about how to incorporate the topic into spring courses.
- iii. Get in touch with additional event ideas.

c. WUmester 2021 discussion

- 1. Ideas: Climate crisis and environmental justice; climate change and sustainability
- 2. Goal for the February meeting is to have a draft of language and titles that we can discuss. Kendall-Morwick suggested she could work on this.
- 3. Miller will find something on how “changing climates” has been presented at other conferences.

IV. Discussion Items

a. Diversity designation in catalog

- i. There is support from the VPAA for courses to be designated in the future in the online and hard copy catalog. If you are interested in being involved in this possibility, get in touch with Erby.

V. Adjournment 2:00