

Academic Diversity & Inclusion Committee  
Agenda  
April 14, 2020 1 PM via Zoom

- I. Approval of minutes from March 3 meeting (attachment pp. 2–4)
- II. Reports from Student Organization Meetings
- III. Old Business
  - a. Updates on committee goals (attachment pp. 4–8)
  - b. Additional updates on ongoing institutional efforts
  - c. Deadline for CTEL grant applications and award nominations extended to April 24 (attachment p. 9)
- IV. Discussion Items
  - a. How to best support our diverse students in the weeks and months ahead in light of COVID-19
- V. Announcements

\*\* Next meeting May 12 @ 1 via Zoom

## Academic Diversity & Inclusion Committee Minutes

March 3, 2020 1 PM Shawnee Room

Attendees: Berumen, Barraclough, Brown, Dempsey-Swopes, DeSota, Ellis, Erby, Etzel, Grant, Hart, Kendall-Morwick, Lambing, McClendon, Miller, O'Neil, Thimesch, Walter, Wasserstein, Williams, Wynn

- I. Approved the February 11, 2020 Academic Diversity & Inclusion Committee meeting minutes
- II. Reports from Student Organization Meetings
  - Williams tried to attend a First-Generation meeting, but there was no one present.
  - Etzel attended BSU. Brown v. Board is looking for student volunteers to lead programs for children.
  - Kendall-Morwick attended HALO. The meeting included an update on the new multicultural center and its potential name.
  - The annual Step Show was successful.
- III. Old Business
  - Campus Climate Survey Update
    - a. Climate survey closed with 50 percent faculty and staff and 30 percent student participation. Results should be available sometime after spring break. Some committee members may be asked to help with conducting analysis, and focus groups.
    - b. Winners for the participation prizes have been selected and notified.
- IV. Discussion Items
  - WUmester 2021: Sustainability
    - a. Discussion about how to alert faculty and staff to the selection of this topic
  - Reports from Best Practice Subcommittee
    - a. Grant and O'Neil presented the charter information for the best practice subcommittee.

- b. Committee members who have been examining the effects of the CTEL inclusive teaching certificate have been accepted to present at this year's NCORE.
- Programming Ideas for 2020 Presidential Election
  - a. Per Erby, Dr. Grospitch communicated about a desire to engage students in academic conversations on potentially controversial topics during the 2020 presidential election season in fall 2020. Discussion followed about potential topics.

V. Announcements

- The proposal for the African American and African Diaspora Minor will be considered by CAS on March 4.
- Immigrant and activist Louis Estrada is coming to campus to talk about his experience on March 5 as part of WUmester.
- On March 16, WUmester Mondays at the Mabee will host Millennium Student Fellows. This group has been working to distribute free period products on campus.
- CTEL innovation award nominations are due April 10<sup>th</sup>; please nominate people for the diversity and innovation categories or send nominations to Erby to compile and submit.
- Williams announced that there would be a message from Farley regarding COVID-19 sent out this afternoon. It will include how it has affected bigotry in the United States as well as travel and sabbatical opportunities.

VI. Adjournment 2:01

## **Academic Diversity and Inclusion Committee**

Committee Charge: The Academic Diversity & Inclusion Committee is charged with providing recommendations for programs, initiatives, and institutional practices that will cultivate a diverse and inclusive academic environment at Washburn.

Committee Membership Requirements:

- serve on at least one sub-committee
- regularly attend committee and sub-committee meetings
- share information with home unit(s) about the committee's efforts and gather feedback from unit(s) about these efforts
- attend at least 3 hours of C-TEL diversity professional development each semester

2019–2020 Goals

- **Goal 1: Obtain approval for minor program grounded in race theory and the experience of underrepresented group(s)**
  - Associated university goal(s): 1b., 1c., 1d.; 2d.; 3b.; 4d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Draft documents required for approval process	Documents drafted and distributed to stakeholders	June and July 2019	minor subcommittee
Seek feedback from stakeholders, including students	Feedback collected and integrated into revised proposal documents	By August 1, 2019	minor subcommittee
Submit proposal and required documents for approval	Documents submitted for approval	By Sept. 15, 2019	minor subcommittee

- **Goal 2: Facilitate creation and success of affinity group(s) on campus**
  - Associated university goal(s): 3a.; 3b.; 3c.; 3d.; 3e.; 3f.; 3e.; 3g.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Draft documents to support creation of affinity groups, including best practices and boiler-plate charter	Documents drafted	By November 1, 2019	Affinity groups subcommittee
Seek feedback from stakeholders, including WU D&I leadership	Feedback collected and integrated into documents	By December 2019	Affinity groups subcommittee

and integrate feedback into documents			
Distribute documents to faculty and staff members, including targeted potential leader(s) of 1–2 possible affinity groups	Creation of 1–2 affinity groups on campus, with members recruited, to begin meeting spring 2020	By January 2019	Kelly Erby; Affinity groups subcommittee

- **Goal 3: Enhance relationship between faculty, academic units, and multi-cultural student organizations and students of color at Washburn**

- Associated university goal(s): 2a.; 2b.; 2d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Invite more student members to serve on and regularly attend committee meetings	Increase student membership and attendance by 20%	By December 2019	Kelly Erby; committee members
Committee members regularly attend multi-cultural student organization meetings and events and report to full committee	Meetings and events attended and committee updated	Throughout fall 2019 and spring 2020	Committee members
Promote courses that focus on the experiences of under-represented groups to multi-cultural student groups and students of color	Work with Schools to promote courses with timing keyed advance spring and summer registration (Oct. 22–25); take course flyers to student organization meetings; hold promotional event hosted by committee in anticipation of spring and summer registration	Throughout fall 2019 and spring 2020, especially during enrollment period	Kelly Erby; committee members; Michaela Saunders; others
Facilitate co-sponsored events between student organizations and academic units	At least 3 co-sponsored events held during 2019–2020 academic year; high levels of satisfaction on event surveys	By May 2020	Kelly Erby; Jessica Neuman Barraclough; Melisa Posey; sub-committee members; student leaders

Encourage committee members to attend a Groundwork training offered by the Office of Diversity and Inclusion	At least 20% of committee members will attend an Ally training during 2019–2020 academic year	By May 2020	Kelly Erby; Melisa Posey
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- **Goal 4: Research best practices and prepare reports to share with campus and surrounding academic communities on relevant and timely topics, such as white–non-white interactions on campus; pedagogical effects of new C-TEL certificate of inclusive teaching; advising and mentoring students of color; recruiting diverse students; enhancing community connections; etc.**
  - Associated university goal(s): 1a.; 1b.; 1d.; 1e.; 2a.; 2b.; 2d.; 2e.; 3e.; 3g.; 4c.; 4d.; 4e.; 5a.; 5e.; 5h.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Identify at least 1 research area and research planned and begun	Research area identified and research planned and begun	By January 2020	Research subcommittee
Prepare best-practices or technical report	Report drafted	By March 2020	Research subcommittee
Share with campus community	Make report available via Workplace and other outlets; host campus presentation of research findings	By May 2020	Research subcommittee
Share with surrounding academic communities	Present at Tilford 2020	Submit presentation proposal by August 2020; present October 2020	Research subcommittee

- **Goal 5: Assist in the creation of a task force convened by the VPAA to create a framework for unit-level and institutional diversity and inclusion strategic planning**
  - Associated university goal(s): 1a.; 1b.; 1c.; 1d.; 2a.; 2b.; 2d.; 2e.; 3b.; 3g.; 4d.; 4e.; 5a.; 5h.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Taskforce convened	Taskforce consisting of administrators, members of the ADIC committee, and other stakeholders	By November 2019	Juli Mazachek

Framework created	Useful framework created with buy-in from constituents across academic units	By March 2020	Taskforce members
Identify an academic unit to pilot using the framework to create a diversity and inclusion strategic plan	Unit identified and planning begun	By May 2020	Taskforce members and Juli Mazachek

- **Goal 6: Coordinate successful WU-mester on citizenship and suffrage, building on successes of spring 2019 and increasing participation of community and campus partners**

- Associated university goal(s): 1d.; 2b.; 2d.; 3g.; 4d.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Share 2020 topic with faculty, staff, and community partners;	Promotional materials developed and available at C-TEL kickoff August 23, 2019; visit department and division meetings to engage departments and faculty members in WU-mester	Throughout summer and fall 2019	WU-mester subcommittee
Coordinate robust slate of academic, and co-curricular programming	Programming coordinated and scheduled with more involvement from community partners and academic units than last year	Calendar will be created by January 2020	WU-mester subcommittee
Hold C-TEL workshop on preparing for WU-mester 2020	C-TEL workshop held and high levels of satisfaction on workshop survey	December 2019	Kara Kendall-Morwick, and Kelly Erby
Improve publicity of WU-mester events and their relevance to campus and community	Improved, more user-friendly calendar of WU-mester events on the WU-mester webpage; regular communication with campus and community regarding WU-mester events, including suggested discussion	Spring 2020	WU-mester subcommittee; University Relations

	questions and lesson plans		
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- Deadlines for **C-TEL Small Grants, Assessment Grants, and Curriculum Development Grants** have been **extended to April 24**. More information on C-TEL grants can be [found here](#).
  - For approval from your chair and/or dean, please send electronically to their office. Chairs and deans will forward to the next step in the process with an approval email.
  - Applications with all required “signatures” should be sent to [CTEL@washburn.edu](mailto:CTEL@washburn.edu)
  
- Deadlines for the following C-TEL Awards are also **extended to April 24**. All Washburn University and Washburn Tech faculty and staff members are eligible for these awards:
  - **C-TEL Innovation Awards** – Winners in each of the four C-TEL Pillar Areas are honored and awarded \$500.00. [Information is here](#). [Nomination form can be found here](#).
  - **C-TEL HICEP Scholars** – Scholars will receive support and mentoring over the next academic year to assist them in creating a community-engaged course or project. Upon completion of the course redesign, Scholars receive a \$1500.00 stipend. Application form can be [found here](#).

Melanie N. Burdick, Ph.D. (her, she)  
Director, Center for Teaching Excellence & Learning  
Associate Professor of English  
Washburn University  
Morgan Hall Room 204  
785-670-1409