

Academic Diversity & Inclusion Committee  
Meeting minutes  
October 13, 1 PM via Zoom

In attendance: Erby, Grant, Moreno, Smith, Dempsey-Swopes, McClendon, Ellis, Morse, O'Neil, Juma, Wasserstein, Etzel, Nyquist, Collier, Walter, Miller, Gibbons, Burdick, Scofield, Tatum, Brown, Sadikot, Williams, Cradle

- I. Minutes from September 8, 2020 were approved.
- II. Reports from Student Organization Meetings
  - a. Etzel attended HALO. They are doing crafts, game nights, coming back together. Great turnout.
  - b. Student engagement subcommittee (Etzel and Berumen co-chairs) is in the process of asking what the needs of HALO, BSU, and other organizations are from faculty and WU to support their respective organizations. Thinking of doing a survey as an option to get that information. The information on the climate survey could be useful in this regard, but it will not be possible to tie responses from that survey to specific student organizations.
  - c. PJay Carter is looking for assistance in building interest in the new BLM student organization on campus.
  - d. Dempsey-Swopes updated committee on diversity and inclusion student advisory council. Representatives from all multi-cultural student organizations have been invited to participate. There will be three meetings this fall. Contact Dempsey Swopes if you have more questions.
  - e. Gamma phi omega – alpha alpha chapter on campus – is an official student organization. Recruiting efforts in August and September went well. Group helped with voting event recently. Morse is faculty advisor.
  - f. Young Dems meet tomorrow night at 5 in Henderson 121 and on Zoom.
  - g. Walter reported that BSU did a BINGO night and the Campus Activities Board was generous at donating prizes. They took temperatures, used hand sanitizer, masks, etc. Will be doing some in person meetings this semester as the Zooms were not working really well.
  - h. Cradle reported that We Are F2rst participated in several events on campus and in the community to register voters.
  - i. Moreno reported that WSGA held a successful BLM rally and will hand out rainbow flags for National Coming Out Day.
- III. Old Business
  - a. 2020 2021 Subcommittee Assignments
- IV. New Business- none
- V. Discussion Items
  - a. Spring Diversity Courses
    - i. Erby shared proposed language to introduce list of courses and invited feedback on this language: "Washburn strives to provide enriching educational opportunities that prepare students for a diverse world. To support that goal, we encourage students to learn about, appreciate, and value a

variety of cultures, life experiences, and perspectives other than their own. This list contains academic courses (self-identified by their instructors) that increase awareness of diversity, equity, and social justice issues both domestically and globally. Please note that certain courses may require prerequisites other than the general University requirements and may also have additional restrictions.”

- ii. Committee discussed ways to promote these courses to students
  - I. Create webpage and let advisors and faculty know about it. Make flyer with QR code that takes you to the webpage
  - II. Talk to Mass Media about helping to promote courses, do interviews with faculty, etc.
  - III. Send list of courses to professional advisors and success coaches.
  - IV. Post flyers in MILS, Union, Petro, and residence halls,
  - V. Encourage our colleagues to share these classes with their students—especially those that count for gen ed.
  - VI. Hire a celeb to promote? See [www.cameo.com](http://www.cameo.com)
- b. Update on WUmester 2021
  - I. Topic is Sustainability.
  - II. Great classes being offered. More events are in the works. Hold date of Feb 18 @ 2PM for talk by Harriet Washington. Washington is author of *A Terrible Thing to Waste: Environmental Racism and Its Assault on the American Mind*.
  - III. Announcement video coming out soon.
- c. Supporting students, faculty, and staff during COVID-19
  - I. Faculty Affairs Committee will look at equity issues related to COVID-19, including tenure and promotion criteria and processes. Committee briefly discussed issues related to childcare and food insecurity.
- d. Christmas lights on campus. The Washburn Foundation has provided funds for a private company to decorate campus buildings with lights. Ellis A committee member reported that students had complained to him that these lights signal the campus is not inclusive. Other committee members said they thought the lights were more secular than religious. The committee member voiced concerns that the committee is more attentive to certain kinds of bias than it is to other kinds of bias. Erby will take concerns raised about Christmas lights forward to VPAA and Foundation and seek more information.

Next meeting: Nov. 10 @ 1 PM via Zoom