

Academic Diversity & Inclusion Committee Meeting Minutes
March 7, 2023, 1:00 PM in Shawnee Room

Present:

- I. The meeting minutes from February 14, 2023 were approved.
- II. Committee member discussed key takeaways from Dr. Jamie Washington’s visit March 1 and 2, 2023. They included:
 - Importance and effectiveness of tying work back to core values
 - Leaders need to use their leader voices to advance core values, including inclusion
 - It is everyone’s job—or needs to be everyone’s job—to advance the core value of inclusion
 - You cannot advance inclusion if you do not talk about race
 - Academic leaders need more professional development to know how to effectively advance inclusion in their respective roles
 - Important not to invite people to tell the truth and then take them out for it
 - Reminder to not shut down people who have different methods but want the same thing; keep in mind generational differences
 - Build a community to support you in work and to vent to
 - Keep in mind work is never done
 - Set goals but also focus on progress and process bc, again, work is never done.
 - Remind people of commitments that already exist (core values, student success, etc)
 - Keep in mind difference between role and identity.
 - It is everyone’s job at WU to advance our core value of inclusion → WU exists to deliver next generation of leaders for our community and region.
 - Keep in mind there is a difference between your role at the university and your identity as a person.
 - 35 women in attendance at open forum and 9 men. (WU faculty is 40% male and 60% female)
- III. Committee members discussed recommended next steps. They included:
 - Utilize DEIB Resources available through EAB
 - Think about how ADIC can help facilitate engagement around DEIB across campus to foster a culture of “curiosity” (potential models to follow: A Seat at the Table, Mosaic Partners, “Inclusion After Hours”)
 - Need to make more people aware of work that is being done around inclusion at WU
 - Inclusion Liaisons for units? Similar to assessment liaisons?
 - Need a strategic plan that includes unit-level goals and accountability
 - Provide units data to help assist departments in setting goals and measuring progress
 - Embed inclusive teaching in P &T requirements
 - Invite Washington back in roughly 6 months to continue the conversation
- IV. Several announcements were shared, including:
- V. Announcements
 - a. Dr. Joy DeGruy visit, March 22
 - b. Additional [WUemester event dates](#)