

**Academic Diversity & Inclusion Committee Meeting Minutes**  
**April 11, 2023, 1:00 PM in Shawnee Room**

Present: Kelly Erby, Beth O’Neill, Danielle Dempsey-Swopes, Isaiah Collier, Kelly McClendon, Leah Brown, Kara Kendall-Morwick, Sara Stepp, Norma Juma, Jason Miller, Melanie Burdick, Teresa Leslie-Canty, Jim Smith, Adebanke Adebayo, Shelley Bearman, Kris Hart, Joey DeSota.

- I. Meeting called to order at 1:02 PM
- II. Approval of Minutes from March 7, 2023. A motion to approve the minutes was made and seconded, and approved by the committee.
- III. Updates
  - a. Tilford Conference: The theme for the 2023 conference is “Living into Brown: Staying the Course toward Inclusion and Belonging.” The website has been updated with information for this year’s conference, and all of the speakers are being finalized. The call for presentations will come out soon, and will be due on June 30. Committee members are encouraged to submit proposals, and to share the call for proposals with colleagues.
  - b. C-TEL updates: C-TEL will be looking for a coordinator for the teaching consultation program and a coordinator for inclusive teaching and learning for next year. Solicitations for these positions will be coming out shortly. Applications for teaching innovations awards are due this Friday.
  - c. Climate Survey. Hanover has preliminary data and Erby and Dempsey-Swopes are having a meeting tomorrow about using the dashboard.
  - d. KBOR General Education Framework will go to General Faculty later this month. At this time, the proposal includes institutional credits for scientific literacy, and diversity. It is Erby’s understanding that ADIC will be involved with planning around the process for identifying and approving the diversity courses.
- IV. Old Business
  - a. Framing Language and Terms of Reference. Last year, a subcommittee wrote definitions for diversity, equity, inclusion, and belonging, which the ADIC then approved in February. After feedback from academic deans, another subcommittee has proposed adding framing language that discusses why the terms are important, and has changed from referring to “definitions” to “terms of reference.” Committee members discussed these terms being useful for providing a standard language and making links between various institutional policies and values. The committee also shared that it would be useful for identifying the general education courses that qualify as a “diversity” course, and it was suggested that informing general education be included as a specific recommended use as part of the document. The committee also discussed finding some places that this language could be included that are primarily student-facing, and recommending their inclusion in those places. The committee discussed some possible language and grammar changes that could be made as well, which will be taken back to the subcommittee. The language will be brought back to ADIC in May for a vote.
- V. New Business

a. WUmester 2024. Discussion was had about finding a way to integrate the 70<sup>th</sup> anniversary of Brown v. Board of Education, and making sure that the theme makes WUmester inclusive to a variety of disciplines. The committee discussed a theme of “Belonging” or “From Brown to Belonging,” and some ways that different disciplines could contribute. The theme of “Humanity” was also discussed. Members are asked to think about possible themes to discuss further at the May meeting.

VI. Discussion

a. The committee discussed three recent bills in Kansas: SB 180: Establishing the women's bill of rights to provide a meaning of biological sex for purposes of statutory construction; HB 2238: Creating the fairness in women's sports act to require that female student athletic teams only include members who are biologically female; HB 2460: Prohibiting postsecondary educational institutions from taking certain actions regarding admission applicants and faculty concerning diversity, equity, inclusion or patriotism, exceptions; providing for civil remedies and penalties. Erby reported that Luther Lee is currently working to update the list of all gender-neutral bathrooms on campus. It was stated by the committee that it would be helpful if there was signage around campus that identified where to find the gender-neutral bathrooms. The committee held additional discussion about ways to provide support to, and be welcoming of, trans students. Brief discussion was also held on how WU might be affected by HB 2460.

VII. Announcements

a. Drag Show April 14, 7 PM

b. “A Defining Woman - What does it mean to be a woman in 2023?” Megan Dorantes, the Cultural Programs Director for the Campus Activities Board, is seeking cisgender and transgender women as well as nonbinary folks who lean towards the feminine side of gender identity, to participate.

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c. Fall 2024 Course Flyers (see pp. 5–7)

d. [www.washburn.edu/dicourses](http://www.washburn.edu/dicourses)

e. C-TEL panel of students with disabilities will take place on 4/21, and Celebration of Teaching is 4/27.

VIII. Meeting was adjourned at 2:00 PM.