2005 Diversity Council Recommendations

To support President Jerilyn McIntyre and Central Washington University in continuing efforts to create and sustain a university community that embraces diversity, the Diversity Council makes the following recommendations:

Institution-wide initiatives:

- Continually underscore and affirm diversity as an institutional priority.
  - Work to involve faculty in institutional efforts to increase diversity that is consistent with their roles as educators and researchers.
  - Build support for campus success and celebrate accomplishments.
  - Build support for new and existing efforts, programs and activities.
- Systemically assess the institutional climate for diversity and inclusiveness. Specifically include historical legacy, structural diversity and behavioral elements.
- Fully and explicitly infuse and imbed diversity within the university's Strategic Plan and Goals as well as CWU Management Objectives.
- Implement a detailed, on-going evaluation program of CWU diversity efforts. Specifically, the university should monitor the effectiveness of systemic, institutional efforts, programs and activities.

Specific initiatives:

- Fully support and fund programs and course development in the following areas:
  - African-American Studies
  - Asian Studies
  - Asian-American Studies
  - Chicano American Studies
  - Latin American Studies
  - Queer Studies
  - Women's Studies
- Develop and implement a Center for the Study of American Indians and First Peoples.
- Develop and maintain excellent collaborative and cooperative partnerships with members and agencies, both private and public, of the African-American, Asian American and Latino-American communities, and with community colleges that include a high percentage of minority populations.
- Work with the General Education Committee to develop and require two courses related to diversity:
  - Integrated American multicultural course; and,
  - Global diversity course.
- Support regular and ongoing training and education of faculty and staff regarding protocol for managing reported cases of sexual assault and the network of resources available to victims of sexual violence.