

## **Inclusivity & Diversity Committee**

**February 8, 2017**

**2:00 PM – 3:30 PM**

Present: Kathleen Barlow, Teresa Divine, Gail Farmer, Kandee Cleary, Sarah Scott, Diane Fischel-Hall, Jim Thompson

### **I. Diversity Awards**

Sarah is working on publicity for nominations. Please spread the word!

### **II. Immigration Issues / Response**

Executive branch has implemented a “Muslim Ban” executive order, unilaterally denying immigration and travel of citizens from seven countries. CWU has two students – including one from Iran, who managed to return from her trip early to avoid being turned away at reentry. Another was on campus and hasn’t left the country.

CWU also has fifteen foreign national faculty and staff with green cards. HR is working with them on an individual basis. Office of International Programs is concerned about reactions. In response, Housing is holding discussion / Q&A programming in all of the dorms. Also expect release of *You’re Welcome Here* video and OISP open house. Muslim Student Association will hold “Ask a Muslim” tabling events in the SURC.

Concern among faculty who have presentations to give outside the country, specifically people here on a visa. Kandee has suggested people cancel plans to leave the country.

Hertz 113 and 114 open for prayer, but with plans for Hertz going offline, the suggestion is for Button Hall to become a spiritual center (to include prayer space). OISP, Teresa Divine and others will have a task force to address these issues.

Next concern is DACA. We have a lot of DACA students. A lot of DACA students are concerned about their parents – workplace raids. Executive branch may not renew DACA program, but then they will have previous participants’ information. An I-20 is what matters, which is university issued, but that contact information is in a federal database. Students may be able to stay as long as they are enrolled, but may not be able to work. University required by law to report international students, not DACA students.

### **III. Online Diversity Discussion Site**

SharePoint site online. Kandee sent email with link. Like a blog. Restricted to faculty, but Kandee can accept other stakeholders.

### **IV. Strategic Plan**

Sigrid and Audrey have refined the goals. What Sigrid needs is the IDC to add whatever we’d like to add, and then prioritize the objectives.

Discussion ensued regarding priorities, language.

Kandee is working on language. Various VPs will buy into these as priorities. Units will invest their money.

\*(Ranking: A.3 should be priority one. A.2 should be two. A.1 should be three. A.5 should be four. A.4 should be five). Some debate on how measurable these benchmarks might be. Dissemination as follows:

Provost first. Then deans. Then an investment across the university in terms of value. RCM can provide the ability to make decisions on what's important. How will diverse programs – structure – systems be implemented? How will these be measured? Make sure the measurements include accountability of steps in place. Whatever the final indicators are will be attached to final outcomes.

Sigrid will write the indicators.

Took diversity language out and added more inclusivity. Must be careful of this language due to ADA. Inclusion is ADA. Inclusivity is everyone. One is about environment that you have. But there is a risk.

Current provost is most enthusiastic about I&D of the four previous. Optimism exists, even with lots of work to do. If it's just infused, it gets lost and diluted. This university needs to bring it front and center.

Kandee will hold faculty forums to help develop more diverse curricula.

## **V. Online Diversity Training**

Diversity.edu is online training to be required by all faculty and staff, and is live now.

Program looks to provide people with the skills to engage in diversity.

Compulsory requirement is a deterrent for faculty as “just another thing to get done.” Directed toward higher education – supported by AACSB. 94 percent of faculty say it helped them recognize unconscious bias and myths. Kandee could not find any criticisms online.

Discussion:

It could be helpful to hold this training face to face rather than online.

Look at it as prevention rather than punitive.

Needs to be targeted to population.

Will level the playing field and develop a baseline.

Give a choice to do online or do it in person.

Those who choose in person trainings are already vested.

We are not cohesive or intellectual for this issue. Lacking a sense of community.

Online anonymity might allow people the ability to ask questions that they would not in a face to face group.

Pillars of Inclusion being developed by CDSJ.

## **VI. FTGOTO (For the Good of the Order)**

Accounting faculty search underway in Des Moines including diversity in hiring guidelines mandated by presidential initiative.

Michael Herrod brought up the CDSJ budget: Student fees are being used for training faculty, staff, admin.

The argument is that it's a benefit to students. S&A fees are being used to educate this group to be: 1.

Advocates for students. 2. Programming 3. Training.

Should university fund this training?

This training of faculty and staff benefits the students. Until the university gets the infrastructure in place, CDSJ might need to be the resource.