



LEARN. DO. LIVE.

2019-20 Annual Report Equal Opportunity Committee

Committee Membership:

Ex-Officio:

Staci Sleight-Layman, Executive Director, Human Resources

Leslie Lindsey, Civil Rights Investigator, Human Resources

Appointed:

Kandee Cleary, Vice President of Inclusivity & Diversity

Veronica Gomez-Vilchis, Assistant Director, Diversity and Equity Center

Marc Haniuk, Associate Professor, Theatre Arts

Jill Hernandez, Dean, College of Arts & Humanities

Wendy Holden, Manager/Student Disability Services

Khodi Kaviani, Associate Professor, Education, Development, Teaching and Learning

Yi Shan Lea, Professor, Education, Development, Teaching and Learning

Melody Madlem, Professor, Health Sciences

Kristen Paton, Events Coordinator, Career Services

Casey Ross, IT Customer Support

Astrid Vidalon Shields, Associate Professor, Apparel

Diana Lopez-Kirkham, Student

Henry Jennings, Student

Teyonne Scanlan, Student

Qion Green, Student

Nicolas Couto, Student

Support Staff:

Traci Fjellstad, Office Manager, HR

Michael Rogstad, Student Office Assist. HR

Meetings:

October 30, 2019

March 9, 2020

December 9, 2019

April 6, 2020

January 27, 2020

May 28, 2020

February 13, 2020

June 5, 2020

Human Resources

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Committee Work:

- Adopted the sub-committee of the *Family Friendly Alliance*. This informal group works to provide resources and support to faculty and staff who have small children. Committee heard an update on the work of this group on March 9, 2020.
- Heard a report from Sherri Fujita, former CWU employee, who as part of her doctoral work conducted research on “Racial Climate at a Historically White Public University.” Dr. Fujita attended a meeting of the committee on December 9, 2019 to discuss her findings. See attached.
- Reviewed and edited both short and long versions of the equal opportunity statements. Suggested that the long version be offered in Spanish as well.
- Reviewed 1996 CWU Climate Study.
- Researched and discussed anti-bullying policies at other institutions. The committee discussed additional information at several meetings and will continue this discussion.
- Heard from a member of the *Crimson Cats*, a newly formed organization that assists undocumented students by providing a safe space of inclusion, scholarship information, and assistance with legal issues.
- As the appeal body for the *Discrimination Complaint and Resolution Policy and Procedures*, the committee heard appeals on three different investigations, which took considerable time and effort on the part of committee members.

Plans for 2020-21

- Continue discussion of anti-bullying strategies and policy.
- Review and consider revision of the *Discrimination Complaint and Resolution Policy and Procedures*. The Assistant AG has provided the opinion that the procedures have contradictory direction for the committee appeal review.
- Continue the collection and examination of information about classes that cover topics such as diversity, women, and LGBTQ+ issues.
- Continue examination of, and discussion about, SEOs and their use in faculty evaluations.