

**Inclusivity/Diversity Committee
End of Year Report
2015-2016**

Members:

Barlow, Kathleen; Bocchetti, Miriam L.; Champagne, Keith; Cleary, Delores; Cook, Nikki; Cummings, Bobby; Cyrus, Michelle; Cutright, Patricia; Farmer, Gail; Fishel-Hall, Diana; Flores, Spencer; Hall, Raymond; Harrod, Michael; Hennessy, Judith; Hunt, Joanna; Knox, Brandon; Manjarrez, Arthur
Nelson, Jesse; Scott, Sarah; Sleigh-Layman, Staci; Sloan, Teresa; Sun, Lixing; Takei, Hideki; Thompson, Jim
Waters, Linda; Yastchenko, Alena; Zakel-Larson, Kelly

Charge of Council:

1. Implement current and future inclusiveness and diversity action plans and annually evaluate specific plans for achieving university short and long term efforts;
2. Examine existing structures that inhibit inclusiveness and recommend changes that create greater inclusion;
3. Serve in an advisory capacity to the campus and external community in developing concepts to meet CWU diversity aspirations;
4. Integrate the university's inclusivity efforts among the members of the campus and surrounding community;
5. Facilitate communication of CWU's commitment to diversity and inclusivity;
6. Serve as a resource and participate in university strategic planning.

The Inclusivity/Diversity Committee met on the following dates:

October 15, 2015
November 3, 2015
December 1, 2015
January 25, 2016
February 25, 2016
April 26, 2016

Summary:

Actions taken during the 2015-16 academic year:

Called for nominations for 2016 Diversity Award and assisted in the organization, planning, and execution of the event on April 13, 2016.

Reviewed and supported Diversity Questionnaire (survey) that were given to PAT and then release to their direct reports.

Supported a Student Diversity Statement which resulted in a Student Diversity video.

Office of the President

400 East University Way • Ellensburg WA 98926-7501 • Office: 509-963-2111 • Fax: 509-963-3206
Office location Barge Hall Room 314 • E-mail: CWU_President@cwu.edu • Web: www.cwu.edu/president

Supported inclusion of gender neutral bathroom.
Called for nominations for 2017 Diversity Award

Discussion items this academic year included:

Reviewed charge of Committee.

Reviewed and discussed Equity Index

Discussed Student Stand-in Protest; November 19, 2015 at the CWU Student Union building, issues involving Curriculum, and Diversity of Faculty & Staff on the CWU campus.

Reviewed and discussed Policy and Procedure regarding Recruitment/Retention/Hiring along with concerns about those who are constantly being asked to serve and value placed on the service and impact on other service and research as part of the promotion/tenure of faculty.

Gail Farmer and Richard DeShield presented information on the Intercultural Development Inventory (IDI) Conference they attended-focusing on intercultural development, competency, and awareness.

Awarded items this academic year included:

HEED Award – Higher Education Diversity Award (2nd year in a row).

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EEO/AA/TITLE IX INSTITUTION • FOR ACCOMMODATION E-MAIL: CDS@CWU.EDU