

Inclusivity/Diversity Committee IDC
Annual Report
May 18, 2018

Inclusivity/Diversity Committee - [CWUP 2-60\(7\)](#)

Contact/Chair: Kandee Cleary, Vice President, Inclusivity and Diversity

Inclusivity/Diversity Committee

The committee reports to the president and the president's cabinet through the inclusivity and diversity director. The purpose of the committee includes:

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.

Member Type	Member Name
Ex-officio - Chair	Kandee Cleary, Vice President, Inclusivity and Diversity
Volunteer	Kathleen Barlow
Volunteer	Miriam Bocchetti
Volunteer	Ryley Brunn
Volunteer	Bobby Cummings
Volunteer	Michelle Cyrus
Volunteer	Jerry Enriquez
Volunteer	Gail Farmer
Volunteer	Diana Fishel-Hall
Volunteer	Sherri Fujita
Volunteer	Veronica Gomez-Vilchis
Volunteer	Mike Harrod
Volunteer	Judith Hennessy
Volunteer	Jen Ham
Volunteer	Joanna Hunt
Volunteer	Arthur Manjarrez
Volunteer	Staci Sleigh-Layman
Volunteer	Teresa Divine
Volunteer	Lixing Sun
Volunteer	Hideki Takei
Volunteer	Jim Thompson
Volunteer	Linda Waters
Volunteer	Alena Yastchenko

Inclusivity/Diversity Committee IDC
Annual Report
May 18, 2018

The IDC met:

November 17, 2017
December 12, 2017
January 29, 2018
February 26, 2018
April 23, 2018
May 21, 2018

Agenda Items and Goals

1. Employee/faculty diversity

How to improve and development of strategies & interventions:

- Work more closely with Human Resources (HR). HR was recently asked to track how many searches were extended or halted because of a lack of diversity in the pool. VPs will be held accountable for pool acceptance and will be asked to sign off.
- Develop a “diversity champion” program to improve diversity in hiring. This is a cadre of people who are trained to lead a hiring committee to actively recruit a diverse pool. It may be possible to work with the Equal Opportunity Committee’s Minority Employee Council.
- Develop “affinity groups” (support groups/mentorship for faculty and staff of color).

2. Center for Diversity and Social Justice reorganization

- Name change to Diversity and Equity Center or DEC. The DEC returned to Student Success effective March 16, 2018.
- Restructure of reporting lines to Jeff Rosenberry.

3. Development and implementation of campus climate survey

- Survey was developed based on 2009 survey but revised to survey faculty and staff only (not students).
- HSR approved in February 2018.
- Survey administered over two weeks from April 30 to May 14. There were 789 responses out of 1,731.
- Survey analysis to take part over the summer and fall 2018.

4. Diversity Awards 2018

Award subcommittee chair: Sigrid Davison. Sigrid selected four other subcommittee members (Jim Thompson, Melany Peterson, Nick Aumua, Carlos Pelley).

The rubric and selection criteria from last year was revised. Krechiere Jackson and Veronica Gomez-Vilchis ensured that instructions on how to nominate are clearly communicated in the call for nominations. The deadline for nominees was March 9, 2018. The deadline to select award winners was March 16.

A bilingual award ceremony took place on April 19, 2018. Astronaut Jose Hernández was the keynote speaker. Over 200 tickets were distributed. HEP (High School Equivalency Program) students from Yakima and Ellensburg attended as well as Wildcat ESL students.

Inclusivity/Diversity Committee IDC
Annual Report
May 18, 2018

The IDC recommends that the speaker for 2019 be selected early. Some consideration should be given to:

- Dr. Lisa Monchalin (Surrey, BC) – Topic: reducing the amount of crime that affects Indigenous peoples through education
- Dr. Angela Davis (UC Santa Cruz) – Civil Rights Movement
- Cory Booker (New Jersey Senator) – Democrat
- Standing Rock water protector

5. Restructure IDC charge

Charge to be restructured to bring in members to represent the various diversity committees on campus, as well as the program directors of different student groups.

A subcommittee was formed (Kandee Cleary, Miriam Bocchetti, Gail Farmer, Sherri Fujita, Mike Harrod) to develop a charge and a list of members and representation. The charge was revised and submitted for approval.

6. Data review - diversity by department and division

We reviewed the data sets for the colleges and departments of the university which show diversity of ethnicity of faculty, staff, and students.

16% or 305 people have not reported their race/ethnicity

A goal for this committee is to reduce the number of people who do not report their ethnicity, or to allow people to intentionally declare that they wish not to respond. It would also increase the response rate if there were more choices. Some people may not disclose because they do not want to select a race or ethnicity they do not identify with or one that does not accurately describe their identification.