

## **Inclusivity & Diversity Committee**

**February 6, 2020**

**2:00 – 3:30 PM**

Present: Merna Carroll, Kandee Cleary, Bobby Cummings, Alexis Daggett, Jeffrey Dippmann, Jonathon Henderson, Jessica Hernandez, Emilie Hobert, Grace Ke (on the phone), Mishel Kuch (on the phone), Nicki Kukar, Rebecca Lubas, Meaghan Nolte, David Peña-Alfaro, Sarah Scott, Walter Szeliga, Olivia Vester.

### **I. Workforce Diversity Update**

There were easy, quick hits, including modification of position descriptions (PDs), to reflect CWU mission, values, strategic plan, also modified search committee and hiring authority checklists. Provided help with advertising with more inclusive language. Staff supported several searches with active recruiting. Faculty are going to conferences to talk about CWU, “poaching,” and were provided information where the most PhDs of color are located, including actively calling university departments to recruit.

Successful diverse searches need intention, commitment, resources, and action.

Kandee looked at hiring on each step of the process from Oct – end of Dec. Availability, minimum qualifications, diversity, on campus interviews.

(Power Point slide attached). Orange line represents tenure track faculty. All campus searches included more than 50 percent people of color (POC). Recent tenure-track Geology search had 100 percent POC in hiring pool.

Biology just offered a tenure-track position to a Latinx candidate. Two of three candidates were diverse.

Diverse applicants in international studies often need sponsorship to come work in the US, but then are disqualified due to cost. The foreign sponsorship policy is generally reserved only for tenure-track positions.

Oregon State University developed a “Diversity Advocacy Program,” which will be implemented here. It has been successfully modelled at other universities.

### **2. Retention Initiatives / Recommendations**

Retention initiatives will be more successful with faculty support. Kandee is now waiting for staff recommendations. The Employees of Color Equity Council (ECEC) conducting some qualitative research. They are contacting diverse faculty and staff who have left the university why they left.

A report will be compiled. Anecdotally, former staff have checked with Kandee to confirm the legitimacy of the research. They plan to be brutally honest, and content should be interesting.

A new project position has been created – Veronica Gomez is creating a diverse search advocacy program. Modeled after OSU program, advocates will serve on searches committees as a consultant to increase availability, inclusive job descriptions, best practices for recruiting, and to address implicit bias.

Veronica is developing curricula and training advocates, develop training for advocates throughout campus. Please consider people who would like to volunteer for this, and the first opportunity should be available at the end of April.

Most departmental search committees are composed of faculty members. This varies widely by deans and hiring authorities.

Jeffrey Dippmann shared that he is on a committee for a liberal studies position, but is having difficulty retaining non-tenure committee members due to competing workload. Workload unit compensation needs to be addressed. How will the university compensate committee members who aren't tenure or staff members?

Kandee is hoping for the diversity advocacy program to be included in workload units as a way to resolve the issue.

Veronica has one position which also includes recruitment plans, outreach, etc. If evidence suggests this approach is effective, then will ask for permanent funding from President's Budget Advisory Committee. Funding will be shared across divisions.

A group of faculty are looking at retention issues. They had some recommendations, which Kandee has shared with the Faculty Senate Executive Committee. The FSEC is working on some factors, but some are union-related.

### **3. ECEC Updates**

Some of their work has been addressed in the above section.

Otherwise, they have been working on a variety of initiatives and projects.

- They have agreed to be active representatives on search committees
- They are developing a welcoming committee for new diverse employees
- Community connection subcommittee is working with schools, city government, hospital, etc. to address bias issues.

Sigrid Davison and Nelson Pichardo are co-chairs.

Kandee will make sure deans and chairs know about this opportunity so they can pass resource along to search committees.

#### 4. FTGOTO

A. Jessica Hernandez introduced herself to the committee. She is the VP of ASCWU Student Government Equity and Community Affairs. She oversees 11 identity based student organizations. She is willing to help translate I&DC information to the students. She is also assisting with identity-based graduations, which are organized by volunteers. She is lobbying to have Equity and Services Council positions transition to be paid rather than volunteer positions.

B. APOYO's contract will not be renewed in the next fiscal year. APOYO and CWU have had a partnership for about 20 years. APOYO currently occupies a building space near Brook Lane, which has been rated the worst building on campus, in terms of condition. The building isn't necessarily safe, which increases liability of the university.

When APOYO was removed from their historic space in Old Heat, the president spent \$20,000 to try to bring the new space up to code and to increase electrical capacity for food storage. CWU pays the building utilities of approximately \$350 per month.

The agreement between CWU and APOYO stipulate an annual report of student volunteer hours and student utilization. This report was not provided. There is also a question as to whether APOYO's use of campus building violates rules related to misuse of state funds (can't give away state resources). Has been on the edge. Now that student engagement report wasn't provided, the state attorney general and dean of student success have decided to have the group move off campus.

Kandee's solution is to not get into an argument about on campus versus off campus relocation; but to work with APOYO and CWU community stakeholders to work together to provide solutions. Possibilities include the bottom floor of the county health department, or to merge with FISH food bank. Kandee working with Veronica Gomez to bring groups together to come up with a solution. ASCWU-SG students have formally endorsed APOYO's presence on campus. Jessica Hernandez (ASCWU-SG) encourages I&DC engagement with volunteer hours on Wednesdays and Saturdays.

C. Revision of hiring policy underway to reflect increased diversity. This should come before University Policy Advisory Committee in April or June.

D. Still taking nominations for the diversity awards through February 14.

E. President Gaudino would like to provide a lifetime achievement award to Bobby Cummings. She has worked tirelessly on supporting students, creating community, and mentorships of faculty and staff. The award won't be given every year, only to standout candidates. The recognition will formally be named the *Bobby Cummings Diversity Award*.

F. Anne Cubilie asked about the Social Justice and Human Rights dialogues that were unfunded by the previous provost. Momentous issues are coming up (i.e. the 400<sup>th</sup> anniversary of slavery) that should be recognized. Can we encourage this to come back? Chuck Reasons is asking all the provost candidates if they would support this program. Anne and Keith Champagne had developed a strategic plan to sustain the work and it could be picked up again with minimal support. It is a cross-divisional program with annual themes. The first year theme was mass incarceration. . Bring speakers, share books, cross divisional sponsorships. Campus-wide agreement on themes had already been discussed and Anne is ready to move forward. One solution could be to provide workload unit release and a bit of money to sustain momentum. There was no consensus on cancellation, it was unfunded quietly. Only cancelled for two years, there is still time to bring it back. Dean Lubas would like to include this with diversity in collections initiative.

G. Mishel Kuch provided a west side centers report. Just finished a collaboration with Highline College, MLK week. Open to all CWU faculty and students. Also hosted first diversity conference, which went very well with participants from CWU, Pierce, Lynwood, and Franklin Pierce HS students.

H. Dean Lubas announced the rollout of the Diversity in Collections initiative at the library. Digitized publications include African American historical serials, historic Latino newspapers, and historic American Indian newspapers. Available on the Library A-Z database, righthand column, then resources are alphabetical.

I. There is a question of use of staff/faculty lounges: Who can use them? Bobby Cummings has utilized the lounge at Michalsen Hall for many years. Last summer, the department chair changed the locks and has so far refused to give her a key. Now she has to utilize sinks in the bathroom. Walter Szeliga is working with Doug Ryder in Facilities to research policy. In a nutshell, lounges are not typically restricted to departments. Each building has to have a room for staff to use as lounge.