

Inclusivity and Diversity Committee  
March 10, 2014 Minutes

Location: **Barge 304**

Present: Kathleen Barlow, Keith Champagne, Kandee Cleary, Michelle Cyrus, Gail Farmer, Diana Fischel-Hall, Raymond Hall, Michael Harrod, Brandon Knox, Elizabeth Lee, Marji Morgan, Jesse Nelson, Sarah Scott, Staci Sleight-Layman, Jim Thompson (by telephone), Linda Waters, Alena Yastchenko, and Kelly Zakel-Larson.

Handouts-Agenda, minutes from 1/13/14, Invitation and conference registration information for 2014 Ed Attainment Conference

Meeting called to order: 2:05 pm

**2014 Educational Attainment for All Diversity Conference-**  
Wednesday April 16, 2014, Yakima

Kandee reviewed the conference invitation to the 2014 Educational Attainment for All Diversity Conference on April 16, 2014 in Yakima. Information was shared regarding registration, that this is free to the participant. Questions arose about lunch and weather it is to be provided or on your own; the following is from the conference web site:

Registration Fee

“The Educational Attainment for All diversity conference is free but space is limited. RSVP by April 11, 2014.

Meals and Lodging

Lunch will be provided during the conference, and there will be a networking reception at the end of the day. “

**Action:** Please let Kandee know if you plan on utilizing the motor pool option. She will need to have your rsvp to her quickly so that she knows how many motor pool vehicles to reserve.

**2014 Women’s Achievement Celebration-**  
Saturday, April 26, 2014, Gallery One

Diana Fischel-Hall shared a brief update:

Sample invitations will be ready to choose from and a PDF update will be sent by Wednesday, March 12<sup>th</sup> to the WAC sub-committee. Invitations will be hand delivered to select invitees throughout the community and campus, while other invitations will be mailed. Accessories have been selected. Staci Sleight-Layman is working on food from a variety of vendors.

President Gaudino will be out of town during the event. Arrangements are being made for a congratulatory video from Jim to be played at the event. Alternate suggestions for speakers were Katie Gaudino (she is also out of town) or Provost, Marilyn Levine.

### **Strategic Plan Update-**

Kandee and Melody Madlem are creating small groups to work on the individual objectives for core theme 2 Inclusivity and Diversity, which will be led by selected chairs. They have met with two of the three chairs. Mike Harrod will be asked to lead the curriculum team, Katharine Whitcomb will be asked to lead the inclusion team, and Staci Sleigh-Layman will be asked to lead the increasing diversity team. Each of these teams will be asking individuals, as well as others, from the Inclusivity and Diversity Council to participate. These teams will all report to both Kandee and Melody. The teams are necessary in order to meet the strategic plan objectives for increasing shared governance which involves increasing diversity in curriculum (all colleges will be represented), and increasing diversity regarding campus population of students, staff, and faculty.

### **Faculty Dinner-**

The faculty dinners are based on models of other colleges throughout the country that have shared opportunities for faculty and staff to meet with their president in a conversational environment rather than a meeting to hear/listen to what these individuals would like to discuss/share weather positive or negative.

Themes have arisen during these dinners such as housing in the area; expensive, limited etc. President Gaudino would like a chance to hear “it” all unfiltered. He has been very responsive to the topics brought up in these dinner conversations, even the negative. For example, trailing spouses was topic brought up at dinner. HR is working on this, by developing relationships in the Yakima and Wenatchee areas. Another topic was mentors for new faculty, this would be outside the college, to assist with the FAQ’s of living and/or working in Ellensburg; where to go for lunch etc.

### **Lunch Discussions-HerStory-**

The first HerStory with Anne Cubille from the Douglas Honors College speaking on Re-integration: From Pakistan to Washington DC in September 2001, went very well with a full room. The next speakers are; Joanne Hillemann, Lene Pedersen, and Charlene Andrews. Linda Waters inquired about dates for these events. Kelly will email the poster and speaker information to the committee.

### **Concerns-**

Marji Morgan shared that she has great faculty coming to her along with her own faculty stating that they want to remain anonymous in asking questions about RCM. Diana stated that RCM is a very different concept to those that have been in the public sector, it is how non state entities function.

### **General items to Share-**

Equity and Services Council (ESC) had asked to talk about student experience on campus. The request was to students to anonymously write about their student experience on campus and then to send it to Kandee Cleary. Kandee received 50 responses, last year she received 28 responses, of those 50 responses only 4 were negative, and these responses

were less negative than the responses from last year. This data has been collected but since there is no matrix in place to for accessing/measuring an outcome, nothing further will be done with this information at this time.

A concern was brought up about students being over surveyed. Additional concerns were raised about these surveys being approved by the IRB. Gail shared that when she started conducting surveys she followed student success standards for student surveys and using qualtrix. The survey discussion covered the known current surveys, focus groups, and polls covering anonymity and how information will be used and where to direct a student with complaints. At this time they are being directed to HR/Staci Sleigh-Layman. It was suggested that Sandy Martinez, Human Protection Administrator/Provost Office, be invited to the next IDC meeting.

**Action:** Kandee to extend an invitation to Sandy Martinez

Gail shared information regarding the staff recruitment night that was held at Black Hall. This was an action orientated to increase under represented populations on campus. There was a good representation in regards to age, gender, and ethnicity. Plans for the next recruitment night would be to hold it at Hal Homes downtown rather than on campus to be more inclusive.

FMD and Dining Services have allocated \$16,000 for a Graduate Assistant for fiscal year 2015 to assist employees and potential employees with their English skills in an ESL type environment.

Meeting Adjourned: 2:55 pm

Next Meeting April 11, 2014 in Barge 412

Distance Education access will be available for this meeting and is currently set up for Des Moines. Please let me know if you need this set up for your CWU location.