

## **Inclusivity & Diversity Committee**

**May 10, 2017**

**2:00 PM – 3:30 PM**

Present: Kathleen Barlow, Veronica Gomez-Vilchs, Gail Farmer, Kandee Cleary, Sarah Scott, Diane Fischel-Hall, Anna Dove, Jim Thompson, Jerry Inriquez

### **I. Diversity Awards Debrief**

Slightly low turnout, but attendees did seem to enjoy. Ms. Sanchez was too short for podium, will ask for adjustable in the future, or else commission a small riser to be built by Facilities. Will work with Publicity Center next year in order to increase outreach, rather than Public Affairs, as the design this year didn't necessarily capture the spirit of the event.

Will look to move up deadlines for nominations, nomination process, awards, etc.

Next year we hope to hold the event on April 12 or 19.

Looking to potentially book José Moreno Hernández, the first Mexican-American astronaut. Might see if he can be on campus for a few days, and increase scope of interest by engaging students within the sciences. Will coordinate with Dannica Price. Could tie into Sustainability theme for 17-18 school year.

### **II. Diversity.EDU and New Training Opportunities Update**

1136 of 1400 employees have completed the training. Technical issues with completion – some still showing "in progress." HR is working to kick an email to trainees to formally complete training by pressing "exit" button.

New opportunities are being developed by CDSJ staff, primarily Veronica and Katrina, to developing an intercultural training" certificate, of which there are four modules. Will be widely available fall 2017.

Veronica mentioned a small group in pilot program, collaboratively working to ensure everything is addressed. Looking at culture in terms of values and traditions. Second module is more about identity and self. Cannot embrace intercultural effectiveness without knowing self. Also looking at privilege and biases.

Last module will look at allyship and intercultural conflict. How to avoid misinterpretations or offense.

Trying to decide to spread training throughout quarter, or workshop all in one day. Pilot group will provide feedback. Group is faculty and staff, some with previous expertise in the field.

Veronica has not seen an intercultural component and social justice addressed in similar programs.

Attendees will learn how to be an advocate.

### **III. Diversity Statement for Syllabi**

Diversity syllabi from the Academic Affairs subcommittee of the Faculty Senate is under development.

### **IV. Food Insecurity**

Lots of national conversation about this topic. Hunger vulnerability ranges between 20 to 68 percent, based on a study of national community colleges. Defined by the parameter that someone wasn't able to afford a meal sometime within last year.

Mapworks student survey software does ask questions related to food insecurity (i.e. Have you ever gone hungry?). 1.5% of freshman answered, "strongly agree." First year students are most likely to complete

Mapworks surveys (85%). Sophomores – 198 took survey – hunger numbers increase a little bit to 14%. Juniors about 13%.

Rebecca Pearson said in 2012, 39% of CWU students were food insecure or worried about having enough money for food.

CWU collaborative partnership for this initiative includes PUSH. CDSJ, Nutrition, Family Consumer Sciences department, Financial Aid, Information Services. Eight food pantries exist on campus that continually fill up with food donations, and we have no idea who is donating.

Information Services is implementing an online application to assist with food scarcity.

Student & Financial Services can sometimes see a trigger to take place to provide food if all funds have gone toward housing, fees, textbooks, etc.

Working on a marketing plan to provide students the option to donate extra leftover housing food plan funds to a foundation account that can be utilized to provide extra funds to students in need. Working to also provide staff and faculty the opportunity to donate when they load their connection cards.

Also working on food recovery for massive amounts of food left over from events. Catering has to be wary of liability – and gifting of state resources.

## **V. Graduation Celebrations**

Sarah sent schedule to all IDC members. Please try to attend as many as possible.

## **VI. Ratnesh Nagda: Toward Social Healing: Beyond Boundaries.**

Talk on Thursday May 11 at 5:30 in the planetarium. Will also meet with IDC members about implementation of Intergroup Dialogue curricula / staff training. Sigrid Davison is spearheading this collaboration.

## **VII. FTGOTO**

CWU is working with Not in Our Kittco. Chamber of Commerce, Ellensburg Downtown Association, on a collaborative program to identify inclusive businesses. Students who work at the CDSJ are working as secret shoppers. Surveys are showing that students are not comfortable shopping at certain spots. This program can provide benefits and incentives for businesses to advertise as inclusive and student friendly.