

Content Framework for WA Senate Bill 5227

Central Washington University has responded to Senate Bill 5227 in order to meet the requirements in the first year of implementation and to lay the groundwork for more deeply demonstrating commitment to providing a “professional development program on diversity, equity, and inclusion (DEI), and antiracism for faculty and staff.” CWU has taken multi-tiered approach which provides different levels of entry points that will expand and develop each year to meet the training requirements for on-going professional development. The goals of the professional development programs that we have enacted and that we have expanded from existing programs are to enhance our knowledge and skills to develop antiracist, inclusive and equitable practices in our work.

FIRST-TIER PROGRAM

Recognizing and Addressing Micro-Behaviors in the Workplace. (30-minute, online). From Skillsoft Percipio Platform. This course was selected for the pilot because a significant portion of DEI-based conflict faced by employees and students at CWU is based on microaggressive behaviors.

Course description:

Micro-behaviors are a macro problem. Dr. Alvin Poussaint described the cumulative impact of micro-aggressions as “death by a thousand nicks.” Subtle acts of exclusion – often unconscious – left unchecked will take a toll on your employees. These subtle forms of bias and discrimination often leave people frustrated and lead to decreased productivity. In this course, participants learn to recognize the characteristics of the different types of micro-behaviors and how to decode the messages they send. Participants also learn to identify when and how to take action to address micro-aggressions, and how to use micro-inclusions as an antidote to micro-aggressions.

Learning objectives:

- Recognize the characteristics and impact of micro-behaviors
- Identify messages sent by micro-aggressions
- Identify an approach for addressing micro-aggressions.
- Learn effective techniques to help perfect the use of micro-inclusions
- Confirm retention of key concepts covered
- Reflect on learned outcomes

SECOND-TIER PILOT

Foundational Anti-racist Training

In addition to requiring all new employees to complete the basic training described above, Central Washington University piloted an in-person professional development program. The purpose was to advance understanding and skills to assess current approaches to antiracism, inclusivity, and equity so they can be meaningfully implemented.

Description:

Central Washington University (CWU) faculty and staff created an academic year-long course consisting of three separate quarterly courses, sequentially comprised of the following: Living Social Justice, Race and Intersectionality, and Antiracist Emotional Intelligence.

Living Social Justice provides foundational knowledge including fundamental concepts of diversity, equity, inclusivity, and antiracist history, terminology, theory, and application. Race and Intersectionality offers advanced identification of a wide scope of social identities and how they relate to systemic and

social effects of institutional and structural racism. Antiracist Emotional Intelligence provides techniques to identify explicit and implicit bias and how they can result in emotional responses.

Learning objectives:

- Recognition of social identities and how they relate to systemic and social effects of white supremacy
- Identification of explicit and implicit biases and how they're related to emotional responses
- Compounded minoritized marginalization and generational trauma from exposure to violence
- Developed personal commitment to improving diversity, equity, inclusivity, and belonging at CWU and in the communities where participants live

EXISTING PROGRAM EXPANSION

CWU has been more intentional and expanded important knowledge and theory about DEIA already as a part of our already existing trainings delivered by individuals with innate and acquired experience and expertise. The premise of this approach is to capture the work we are doing in parallel but separate from our SB 5227 funded trainings and integrate DEIA knowledge and theory across all of our trainings so that it becomes part of our culture.

1) [First Friday Leadership Talks](#)

Using Emotional Intelligence to Navigate Race, Corporate America, and Higher Education

Speaker: Anderson Parks

Description: People of color face unique challenges which are amplified when navigating a corporate environment or institutional setting. Some challenges include micro-inequities, bias, imposter syndrome, and code-switching.

Learning Objectives:

- Identify new ideas on the importance of belonging
- Develop new understandings of the unique challenges that people of color face
- Inspire to help others from different backgrounds.

Leading Within Our Vision and Mission: Equity and Meaningful Inclusion

Speakers: Sigrid Davison and Dr. M. Eliatamby-O'Brien

Description: Take a small step toward producing a learning community of belonging grounded in the prevailing approaches in equity and meaningful inclusion. This conversation will address the appeal of deploying innovative equity-based methods to generate self-awareness and new relationships between participants and their workplace, colleagues, and students.

Learning objective:

- Develop ability to apply new approaches in equity and meaningful inclusion.

2) Executive Leadership Team (ELT) Training

Central Washington University's Executive Leadership Team participated in Aiko Bethea's [RARE](#) team coaching process.

Description: This on-going process supported trust in the diversity of experiences on the team and fostered strength in authentic connections. This work included anchoring leadership in values of diversity, equity, and inclusion, identifying and examining biases, and techniques to implement courageous leadership via Brené Brown's [Dare to Lead](#) construct.

3) University Administrative Leadership Team (UALT) Training.

Description:

This year, professional development included select presentations from Aiko Bethea ([RARE](#)) centered on inclusion and social justice (The Learner Mindset, Psychological Safety, and Developing an Equity-Minded Leadership Approach).

4) Diversity Advocate program.

Description:

The CWU Diversity Advocate Program is modeled after the Oregon State University Search Advocate Program. Training is comprised of inclusive and equitable practices in hiring processes, from development of the position description, to high-impact recruitment, to intentional interviewing processes with extensive focus on recognizing and mitigating bias.

Learning objectives

- Define key concepts around diversity, equity, inclusion
- Strategically encourage key search and selection strategies that advance inclusivity and minimize barriers to diversity
- Use of intervention strategies to interrupt or mitigate bias, resulting in increased workforce diversity

5) Provost leadership professional development for new academic administrators.

Description:

In person training by HR staff to educate academic administrators to identify the inclusive and equity strategies to diversify the Professorate and promote retentions. Topics include identifying type of bias in hiring practices and the tenure and promotion process.