

Five Working Groups Meeting

September 5, 2019 (9am-10:30am) | Spark #335 + ZOOM

Attendees:

Alex Spradlin
Allen Sutton
Amber Graham
Amir Gilmore
Amy Nusbaum
Ana Maria Rodriguez-Vivaldi
Anne McCoy
Brandon Brackett
C. Brandon Chapman
Carlos Salazar
Christina Sanders
Courtney Anne Jackson
Cyn Zavala
Dan Records
David Hugo-Garcia
Dion Crommarty
Don Read
Donna Arnold
Eric Scott

Faith Price
Felix Braffith
Holly Ashkannejhad
Jaime Nolan
Jason Abrams
Jessie Hockett
Jill Creighton
Jim Mohr
Johanna Lash
Josue Rodriguez
Judi McDonald
Karen Fischer
Kate McAteer
Katie Cooper
Kelly Demand
Kim Holapa
Kyle Norbert
Lisa Gehring
Margaret Singbeil

Mark Beattie
Matthew Jeffries
Melanie Neuilly
Obie Ford
Obie Ford III
Phil Weiler
Phyllis Erdman
Ray Acuna-Luna
Renny Christopher
Rick Flores
Sandra Haynes
Shannon Laroza
Stacy Gravel
Stephen Bischoff
Sylvia Bullock
Tabitha Espina
Todd Butler

Opening Announcements:

- Terry Boston is interim VP of Student Affairs during MaryJo's absence
- 2018-19 5 Working Groups Annual Summary has been received; to be posted on Student Affairs website
- Sept 9th Diversity, Equity, Inclusion Summit in CUB Auditorium + ZOOM; vehicle for sharing work across the system and show examples and opportunities for collaboration.

Updates:

Diverse Faculty & Staff

Resource Guide:

- Building out content through Qualtrics survey and Jason & Abby following up with face to face discussions with participants to more thoroughly address each specific identity group's respective needs.
- Draft proposal w/ recommendations to Jaime Nolan by Nov 2019
- Draft to H.R.S. and AAG's office by late Jan/early Feb 2020
- Go live by Spring 2020



Division of

Student Affairs

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Recruitment & Retention Initiatives:

- Group currently in holding pattern pending appointment of new co-chair
- Building a formalized infrastructure
- Review of current effective strategies/initiatives; policies/procedures
- Leverage existing (informal) strategies into coherent and cohesive initiatives
- Create and propose new/innovative retention strategies; policies/procedures
- Critical to have buy in from president and provost/deans to assure sustainability
- Reviewing [report](#) from the Achieving Equity and Diversity in Faculty Recruitment & Practice conference held at UC Davis in April 2019

Equity Advisors:

- Faculty/staff resource not affiliated with the search committee Meets with candidate per candidate request to answer questions related to WSU
- Phyllis and Sandra to provide update on samples collected from other universities to reference for models and strategies
- working to identify best practices, comparable models, etc.; would welcome additional members (most especially faculty) to join this subgroup. Next steps are to meet with Jaime to discuss what we can activate with a small team NOW on an informal basis and formalize as we go forward.

Implicit Bias Awareness Trainings:

- Implicit Bias Awareness Training:
 - 16 sessions scheduled through late September: ~250 attendees in total.
 - Important to reinforce that this is not a one and done conversation – Implicit Bias Awareness is a conversation that should take place before EVERY search.
- Operationalizing Equity Statements from incoming candidates
 - Are there any tools or examples that can be shared NOW for search committees and career advisors (current toolkit does exist on HRS website)?
 - What are search committees are going to do with these documents; there may need to be some education within search committees needed here that is required to ensure something supportive of equity is accomplished.
 - Equity should be foundational to the entire process and is part of the WSU strategic plan.

Cultural and Resource Centers

- Assessment of Cultural and Resource Centers system-wide has been completed (analysis of finances, staffing, resources); and gap areas identified (underrepresented or underserved).
 - Need to work more on specifying “what kind of gap”? Communication & awareness of existing resources and programs (where does one go to find resources; must be searchable)? Space? Personnel? Connection to affinity groups? Education of community (i.e. universal design).
 - Resource guide to help to address this
 - Partnership with Diverse Faculty/Staff Working Group
- Final Report and Recommendations made for 2018-19 Academic Year: 4 Ongoing Initiatives for the 2019-20 Academic Year
 1. Prioritize student needs & recommend specific strategies for current and future students based on populations that were identified in the annual report as underserved / gap areas

- Programs, Trainings, Resources (not just cultural & resource centers)
- Leverage ESFCC
- SYSTEM WIDE approach
- 2. Benchmark best practices/contemporary methods (Subgroup 4: Josue, Pam, Marcella, Dion, Sylvia)
 - Follow up with the James Bolden Appendix D/Benchmarking Report that has an extensive list of comparable colleges and universities with Cultural and Resource Centers like WSU.
 - Work to identify schools with contemporary center models in place.
 - Members to partner with these schools along with our branch campuses scheduling on site visitations
- 3. Design and implement a system wide Resource Guide of Centers/Resources Centers for all the WSU campuses (Subgroup 5: Jessie, Larry, Arlene, Ana María)
 - Work with group working on faculty and staff resource guide to create a comprehensive guide
 - Explore inclusion of some community-based resources, if appropriate
- 4. Consider additional partners to recommend for inclusion in this assessment (Subgroup 6: +lead? Kim H., Kim M.)
 - Invite Alumni Relations
 - WSU Foundation
 - ASWSU
 - CEIE
 - Pullman Community

Gender Inclusion & Trans* Support

- Final report/recommendations being completed related to gender inclusive bathrooms, and free menstrual products across the system
- AACRAO "Best Practices" being discussed (and adapted as needed) and current WSU practices being looked at (for students, faculty, and staff) across the system before any WSU policy change recommendations are made

EP-15

- Leadership changes:
 - Thank you to Candace Chappelle who has stepped down as co-chair to work on her dissertation!
 - Holly Ashkannejhad and Jill Creighton now installed as co-responsible administrators
- As a result of the meetings and subsequent action plans, the following 2018-19 results were achieved
 - New EP15 draft policy recommendations given to the CRCI. This included significant review of language through legal framework to ensure federal and state compliance.
 - Initially, CRCI reviewed the recommendations and those updates were made.
 - Discussions still ongoing on how to best present this policy (One or more policies?).
 - Review of speech and protections through legal framework. Request to be made for help building resources for Free Speech issues.
 - A formal request made to Jamie Nolan and her office for centralization of resources dealing with EP15 situations.

- Legislation around hate speech continues to evolve, however updates EP-15 will take place based on recommendations from this working group + expertise of WSU internal legal professionals
- 2019-20 Objectives:
 - Marketing / Communicating Outreach
 - Recommended syllabus Statements
 - Recommend consistent student-centered distribution material.
 - Resources are needed for faculty and staff to navigate free speech zones
 - Freedom of Expression Symposium Spring 2020 (opportunity to connect)
 - Work towards outlining the transition in policy from k-12 rules to university policy
 - Identify clear modes of reporting and support channels
 - De-escalation group focused around students
 - Possible collaboration with Community Response Team on “When Hate Comes to Campus” Symposium; Members of EP-15 working group invited to planning task force
 - Continue work on EP-15 Policy Manual

Cultural Competency & Ally Training

- Group met on 8/15 to review responses to recommendations and on-going efforts
- WSU System-Wide Cultural Competency Development (3-part Equity Series)
 - Participants have included: President's Cabinet Members, University Council, Deans and Department Chairs, HR Leadership, Civil Rights Compliance & Investigation staff, Facilities and Custodial Services staff, Athletics staff, New Student Programs: Student Orientation Councilors.
 - As of Summer, 2019, 9 trainings sessions and 160+ WSU faculty & staff trained
 - Training content informed by data from feedback surveys with changes made as needed.
 - Longitudinal monitoring of participation rates
- OED & Department of Sociology
 - OED Course 341: Inclusive Workplace Leadership
 - Resulting in a new WSU Minor in Workplace Diversity
- Development of Diversity and Equity Resource Page
 - Test site in late Fall 2019; Launce in Spring 2020
- One Credit Class
 - On hold until after UCore is reviewed after AY 19-20
- Leadership transition currently in process and group is re-aligning to head in to the 2019-20 academic year
- Next meeting scheduled for Friday Sept 20 @ 9am

Closing Comments

- Student forum needed to update students on progress made; date TBD October 2019
- Next Five Working Groups Meeting Thursday November 7, 2019 (9am-10:30am)