

Diverse Faculty & Staff Working Group

Thursday October 24 | 3:00pm | Lighty 360D + ZOOM

Attendees: Sandra Haynes, John Walter, Phil Weiler, Katie Cooper, Savanna Kresse, Phyllis Erdman, Veneice Guillory-Lacy, Paul Strand, Bonnie Dennler, Chip Hunter

New Items

Welcome to new members

- **Dr. Laura Hill** (Vice Provost for Faculty Development and Affairs (Pullman))
- **Paul Strand** (Interim Asst. Vice Chancellor for Academic Affairs (Tri-Cities))

Re-initiate Affirmative Action Committee

- Purpose: contribute content and provide input on the elements of WSU's Affirmative Action Plan that communicate institutional vision and commitments
- Review and provide feedback to a draft of the narrative sections of the Affirmative Action Plan (see attached)
 - Committee members to review document and prepare comments.
 - Need to understand if the Affirmative Action Committee will be:
 - A stand alone committee
 - Be a part of Metric 11 committee
 - Be a part of the Diverse Fac/Staff working group

Updates

Recruitment & Retention Initiatives: *Ray Acuna-Luna, Damianne Brand, Todd Butler, Colette Casavant, Renny Christopher, Katie Cooper, Marta Coursey, Obie Ford III, Masha Gartstein, Lisa Gehring, Veneice Guillory-Lacy, Jennifer Hey, Ashley Kuznia, Kate McAteer, Melanie Neuilly, Cheryl Rajcich, Bertha Rangel, Dan Records, Mary Rezac, LeeAnne Riddle, Bernadita Veronica Sallato Camona, Susan Schroeder, Alex Spradlin, John Streamas, Jon Walter, Georgine Yorgey, Bonnie Dennler*

- Initial meetings focusing on what is working to deal with what is not.
- How can we leverage memberships and subscriptions we have across the system to ensure we're posting jobs across diverse resources to help populate more diversity within applicant pools?
- Job posting announcement needs to reflect equity minded language.
- Student's role in this work: students' role in this work: "One of the best sources of support for us faculty of color is of course our students of color. (This is truer for those staff people who, like James Bledsoe and Rafael Pruneda and Steve Bischoff, have more constant contact with the students.) Is there any way to get our students of color somehow involved in encouraging people of color who apply here for faculty positions?"
- Resistance to equity frameworks in the search – during workshops (at Pullman) and during actual search team meetings / evaluative processes.
- Tenure/promotion, salary equity, alternative ways to promotion for staff and faculty (particularly as related to service to community.)

Equity Advisors: *Phyllis Erdman, Sandra Haynes, Katie Cooper, Courtney Benjamin, Theresa Elliot-Cheslek, Bonnie Dennler, Bryan Blaire*

- EDI Statement Guidelines from Candidates
 - Can we link guidelines (document provided by Renny) for candidates on writing an EDI statement to HRS website as a part of the position description and posting to ensure consistency and equity?
- EDI Statement Assessment Rubric Draft for Search Committees (see attached)
 - Need to ensure we are all using the same evaluative measure when assessing EDI statements
 - This rubric is informed based on guidelines for EDI statements from candidates document provided by Renny
 - Looking to pilot this in some searches happening now for positions that request an Equity Statement from candidates
 - Need to craft guidance for staff positions as well
 - Pilot for CHS Executive Director Search
- Updates on draft plan for phased implementation (see attached)
 - 900+ searches done systemwide for calendar year 2018
 - Follow up with Melanie, Obie, Renny, Sandra, and system partners to build out potential list of equity advisors for pilot.

Implicit Bias Awareness Trainings: *Phyllis Erdman, Jamie Nolan, Theresa Elliot-Cheslek, James Dalton, Chip Hunter, Paul Strand*

- 21 sessions completed reaching 358 members of faculty/staff by Nov 20
- Need for train the trainer, and system wide co-facilitators



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Resource Guide: *Obie Ford, Abby Howard, Jason Abrams*

- Recap from 10/10 meeting with Jewish Fac/Staff, and 10/23 meeting with Muslim Fac/Staff
 - Greater awareness to cultural / religious holidays
 - Look at [U.W. Calendar for model](#)
 - Formation and involvement in Interfaith council
 - No affinity groups in existence, interpreted as lack of support for these communities by WSU.
 - Safe and Secure spaces for cultural gathering and fellowship (non-religious)
 - Dining services – food labeling for Kosher / Halal (U.W. does this).
 - Wellness spaces / foot washing stations located in student focused areas; options for fac/staff?
- All face to face follow-up conversations with social identity groups nearing completion; Jason, Abby working to clean up draft resource guide and prepare recommendations prior to 11/27 deadline.
- Circulate latest draft to all folx interviewed for final comments and visibility to work/recommendations?