

# Five Working Groups on Campus Culture & Climate

November 7, 2019// 9:00am - 10:30am  
Spark 335 + ZOOM

Attendees: Jaime Nolan, Jason Abrams, Anna Schilter, Pam Duran, Sophia Gaither, Chip Hunter, Brandon Chapman, Don Read, Dan Records, Alexis Guise, Amber Graham, Karen Fischer, Kim Holapa, Faith Price, Rochelle Dach, Steve Bischoff, Amir Gilmore, Veneice Guillory, Tabitha Espina, Phyllis Erdman, Todd Butler, Allen Sutton, Donna Arnold, Lisa Gehring, Ana Maria Rodriguez Vivaldi, Cyn Zavala, Mark Beattie, Judi McDonald, Amy Sharp, Amanda Morgan, Bryan Blaire, Katie Cooper, Jim Mohr, Jon Walter, Karen Metzner, Margaret Singbiel, Mark Beattie, Anna McLeod, Matthew Jeffries, Sue Gilchrist, Shannon LaRoza, Savanna Kresse, Sandra Haynes, Ray Acuna-Luna, Kate McAteer, Sylvia Bullock, Josue Rodriguez, Merrianeeta Nesbitt, David Hugo-Garcia, Felix Braffith, Jessie Hockett

## Meeting Minutes

### **Announcements (Jaime Nolan):**

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- Unity Week is Nov 12-16: Multiple Ally Trainings, Fluid Fashion Drag Show, First Amendment Symposium
- Update to student body at large being scheduled for January 2020
- Next DEI Summit being planned for Feb 13 – will focus on research and activities by faculty/staff that supports DEI initiatives, and how this supports the transformation of the WSU community
- Symposium to support WSU's student, faculty, and staff veterans to be convened @ WSU-TC week of March 4<sup>th</sup>; will look at practices currently in place across WSU system, what's working, where are the gaps, how do we address these deficits, how to improve space, process

### **Working Group Updates:**

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#### **EP-15 (Dan Records, Brandon Chapman, Judi McDonald):**

- EP-15 Policy Revisions now under review with University Stakeholders
- CRCI and AAG's office have researched other university policy; working group has been working to adhere to legal standards but make the language understandable by non-legal experts.
- Articulate resolution processes for conduct that may not rise to civil rights violations and list out student's rights and responsibilities under the policy
- Positioning CRCI as a place that takes care of people and offers resources rather than a law office or pass the problem off to another office
- Updates to EP 15 include:
  - Expanded the list of types of discrimination to help students and staff understand the many types of complaints they can report to CRCI:
    - Disparate Treatment
    - Disparate Impact
    - Discriminatory Harassment
    - Sexual Harassment
    - Quid Pro Quo Sexual Harassment
    - Sexual Misconduct
    - Stalking



Division of

**Student Affairs**

WASHINGTON STATE UNIVERSITY

- Intimate Partner Abuse
- Retaliation
- Interference
- False Allegations
- Violation of Discrimination Law
- o Updated definitions of violating conduct pursuant to case law, state and federal regulations, and OCR guidance
- o Balance between protected speech and non-protected speech
- o Acknowledged that some conduct, which is discriminatory and offensive, does not violate these civil rights standards, but still causes harm. Identified other proactive steps WSU can take to address these concerns.
- o Provided examples of discriminatory conduct
- o Provided resolution options for complainants
- o Clearly identified limitations on confidentiality
- o Listed participants' rights and responsibilities
- o Listed WSU department responsibilities to promote an environment free of discrimination
- o Application of policy:
  - Occurred on WSU owned or controlled property;
  - Occurred in connection with WSU activities, programs, or events;
  - Has the effect of, or the potential to, unreasonably interfere with or limit an individual's work, academic performance, living environment, personal security, or participation in any activity at WSU;
  - Includes unlawful acts that directly affect WSU programs, community members, or property insofar as they materially and substantially interfere with the missions, functions, processes, and goals of the WSU community; or
  - Includes unlawful acts that result in a guilty plea to or conviction of a felony.
- Moving forward
  - o EP 15 Working Group will continue to meet
  - o EP 15 will be reviewed regularly for clarity, legal updates, and pursuant to feedback from the WSU Community
  - o Feedback can be provided on an ongoing basis directly to CRCI at: <https://crci.wsu.edu/feedback/>

**Diverse Faculty & Staff (Jaime Nolan, Phyllis Erdman, Jason Abrams):**

**Equity Advisors**

- Preparing proposal to submit to President, Provost, President's Cabinet outlining scope, budget / funding sources / incentivization; Pilot Program for Spring 2020; Systemwide launch Fall 2020
- Institutionalizing Equity, Diversity, and Inclusion Statements
- Guidelines from Candidates to be linked 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 being developed
- 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

### **Implicit Bias Awareness Training**

- Upcoming sessions on Nov 8, Nov 19, Nov 20, and Dec 4
- 23 sessions completed reaching 410 members of faculty/staff by Dec 4, 2019
- Leveraging ZOOM during nearly every session for offsite partners
- Looking to incorporate into Equity Advisor Role (train the trainer)

### **Recruitment & Retention Initiatives**

- 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
- How do we also involve students of color in the recruitment process of faculty and staff of color in ways that are affirming and culturally responsive?
- 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)
- Obie, Felix working on crafting a definition of "Equity"

### **Resource Guide**

- 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](#)
- No affinity groups in existence, interpreted as lack of support for these communities by WSU
- Formation and involvement in Interfaith council
- 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 and circulate latest draft to all folks interviewed for final comments and visibility to work/recommendations prior to 11/27 deadline

### **Additional comments:**

- As we work in intake of faculty/staff; are we tracking the demographics of faculty/staff leaving WSU, and being consistent with exit interviews? And will general guidance for equity statements be linked not only to HRS but crafted specifically based on the department?
- With workday discussion, we are working to build in a system that tracks demographics so we can more easily interpret data
- Organizing resources and tools already in place for posting job announcements, and ensuring the language reflects equity mindedness
- Affinity groups – time spent for affinity groups be woven in to and acknowledged as a part of work hours, not relegated to off hours.
- Access: visibility and awareness around spaces designated for seating for mobility devices

- People with Disabilities Faculty Liaison group – make connections and provide awareness to processes related to managing accommodations. Goal is to have representation from every academic unit and administrative department.

### **Cultural and Resource Centers (Donna Arnold, Ana Maria Rodriguez-Vivaldi):**

- Responses to recommendations and report in process, and responses to be completed by Nov 18.
- Student Resource Guide Subgroup:
  - Jessie Hockett created a document in OneDrive to start compiling information for the student resource guide. She also put together a small guideline for a format so we can gather the same type of information. The group is working together to populate the guide based on the all-university and college center information we gathered. Tags will allow for the guide to be searchable.
  - Example:
    - Organization Name:** Math Learning Center
    - Email:** [info@math.wsu.edu](mailto:info@math.wsu.edu)
    - Phone:** (509) 335-3926
    - Website:** <http://math.wsu.edu/mlc/>
    - Description:** Free tutors are available to help individual students taking the following classes, and a study room may be reserved for large groups. Please bring your WSU ID card with you. Free tutors are available for these classes: Math 100, 103, 105, 106, 108, 140, 171, 172, 182, 201, 202, 212, 216, 220, 251, 252, 273, 300, 301, 315, 360, 370, and Stats 212, 360/370
    - Possible Tags:** Mathematics, all students
    - Verified with organization?** Yes No
  - Email [JHockett@wsu.edu](mailto:JHockett@wsu.edu) if you have something for the guide.

### **Gender Inclusion & Trans\* Support (Cyn Zavala):**

- Submitted Report and Recommendations
- Continuing work on American Assoc. Of College Registrars & Admissions Officers (AACRAO); what is WSU doing well, what can we do better, and how do we address gap areas
  - Pronouns in myWSU (not pulling anywhere, quite yet)
  - Student Financial Services Webpage
  - Selective Service Information
  - FAFSA Dependency Override
  - Name Discrepancies
  - Scholarships
  - Emergency Fund
- Networking with recruitment team to identify positive steps to making recruitment process more inclusive

### **Cultural Competency & Allyship (Amir Gilmore):**

- Getting the College of Education involved to teach faculty pedagogical approaches to being an equitable practitioner
- Looking forward to expanding the Equity Series to include a "Train the Trainer" component for academic units and departments

- We are in the process of reaching out to Faculty Senate, The Provost's Office, undergraduate and graduate student leaders to see how they *currently* feel about the campus climate
- We are in the process of developing a rubric that departments and academic units can use that will aid them in short-term and long-term diversity and inclusion efforts
- Look at definitions of Values of WSU (including values of the land grant mission, and values of equity and inclusion related to drive to 25), in addition to definition of Equity. Need sessions to discuss shared definitions.

## **Information Items:**

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### **SAVE THE DATE: Next All Working Groups Meeting**

Date: Thursday January 9, 2020

Time: 9:00am – 10:30am

Venue: TBD