

5 Working Groups on Campus Culture & Climate

Meeting Minutes
January 16, 2020 // 9:00am // VBRB #305

Attendees: Jaime Nolan, Donna Arnold, Allen Sutton, Veneice Guillory-Lacy, Josue Rodriguez, Dan Records, James Dalton, Phil Weiler, Karen Fischer, Terry Boston, Ana-Maria Rodriguez, Todd Butler, Ana Schilter, Jill Creighton, Tabitha Espina, Amy Sharp, Merrianeeta Nesbitt, Renny Christopher, Bonnie Dennler, Kim Holapa, Mark Beattie, Paul Strand, David Hugo-Garcia, Edwin Hamada, Craig Cole, Jordyn Creighton, Amy Nusbaum, Steve Bischoff, Cyn Zavala, Rochelle Dach, Karen Metzner, Anna McLeod, Jenn Johnson, Shannon LaRoza, Faith Price, John Walter, Jessie Hockett, Judi McDonald, Ray Acuna-Luna, Marcela Pattinson, Amir Gilmore, Obie Ford, Dion Crommarty, Sylvia Bullock

Opening Remarks

The evolution of the five working groups

- Many of the 5 working groups have completed their charges and submitted recommendations for action items.
- Working to synthesize these recommendations and aggregate into a proposal for the creation of the President's Commission on Campus and Climate
 - o Proposal will acknowledge and recognize all of the members of the 5 working groups who have completed this incredible body of work
 - o Solicit 2 members from each working group to monitor the work completed and continue to address emerging needs related to these initiatives
 - o Subcommittees will be formed when needed to address specific issues as they emerge
 - o Meet 2x per semester with President Schulz
- Need to ensure we are clearly communicating out to students (past and present) how we're institutionalizing this work - need ALL channels of communications
- Saying we did the work is not enough; we need metrics to show that the work is having an impact

CEIE and Diversity, Equity, and Inclusion Efforts and Infrastructure

- Looking at ways to address consistency of language and staffing related to programs/departments working on DEI initiatives (i.e. M.O.S.A.I.C. , C.I.L.A.) to ensure that specific needs and resources related to "smaller" campuses do not fall off the radar and progress is continued to support diversity, equity, and inclusion.
- The commitment to affinity spaces will not diminish!
- This should also help to facilitate coalition building across identities, and help with institutional organization, efficiency, prioritization, and focused/inclusive agenda.



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5 Working Group Updates

Recruitment and Retention of Diverse Faculty and Staff

- Equity Advisors
 - o 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
 - o Guidelines from Candidates to be linked to HRS website as a part of the position description and posting to ensure consistency and equity
 - o EDI Statement Assessment Rubric Draft for Search Committees being developed
 - o Looking to pilot this in some searches happening now for positions that request an Equity Statement from candidates
 - o Need to craft guidance for staff positions as well
- Resource Guide
 - o "Template" is in place, with content built out specific to Pullman Campus. Need to be mindful and intentional to how this is distributed to systemwide partners.
 - o Working through feedback from Jaime/Obie prior to distributing out to colleagues who have participated for final feedback
- Recruitment/retention efforts
 - o Prioritizing pre-planning efforts to ensure searches are all setup with an equity lens.
 - o Addressing need for building a pipeline for faculty/staff to "grow your own" as a method to recruit/retain faculty and staff of color and attract recent graduates to stay and work at WSU; dispelling the perception that to move up within the institution, you have to leave and go somewhere else.
 - o For the 3000+ faculty/staff that are already here, how do we impress upon them the need for us ALL to have a vision for equity, diversity, and inclusion.
 - o Need a better understanding of how we are doing with retention efforts for communities of color – and how to organize raw demographic data in a way that is helpful.

Cultural/Resource Centers

Huge lift completed related to use/financial analysis and responses to recommendations in progress; some recommendations already being addressed as follows:

- Undocumented Initiatives / Support for Refugee students
 - o Space, budget, staffing has been allocated
 - o Systemwide connection with partners
 - o Law Clinic in place @ WSU Pullman, available for systemwide partners (funded from President's fund for partnership with UI)
 - o Immigration 101 Training & UndocuALLY Training being formalized/institutionalized in partnership with HRS
- Students with Disabilities
 - o Access Center @ WSU Pullman is connecting across the system
 - o Disability Awareness Training in development and to be formalized/institutionalized in partnership with HRS
 - o Signature Event: Disability Awareness Symposium (featuring keynote from Wesley Hamilton) and in partnership with UREC
 - o Looking at formalizing base funding
 - o Faculty Liaison program has been implemented

- WSU Student Veterans
 - o March 5th Veterans Symposium @ WSU-TC; annual event to address what are promising practices in place; what are the gaps, and how do we address and make an impact ASAP (systemwide partner collaboration)
 - o Affinity space, virtual space, benefits, certifying officials, mentorship (professional as well as peer to peer), financial processes, advocacy, connection to resources on campus and across the system, etc.
- "Non-traditional", pregnant/parenting students, students facing food/housing insecurity
 - o Efforts underway related to pregnant/parenting students
 - o Basic Needs Task Force officially underway to address food, housing, healthcare insecurity (systemwide partner collaboration)
- Jewish Students
 - o Formation of interfaith council to address space, security, support
- Formerly Incarcerated
 - o Working to implement best practices based on peer institution analysis
- Addiction/Recovery/Sober Living
 - o Working to identify space in campus housing to dedicate to support this
- Focus Groups
 - o Convening discussions to hear directly from students around changes to MSS, Heritage Houses, Veterans Services

Gender Inclusion & Trans* Support

- Submitted Report and Recommendations
- Continuing work on American Assoc. Of College Registrars & Admissions Officers (AACRAO)
 - o Pronouns in myWSU (not pulling anywhere, quite yet)
 - o Student Financial Services Webpage
 - o Selective Service Information
 - o FAFSA Dependency Override
 - o Name Discrepancies
 - o Scholarships
 - o Emergency Fund
- Working on web info for processes/transparency for trans students and financial aid / federal reporting processes
- Admissions is working on overhaul of webpage, and soliciting input from this working group
- Housing/res life is doing a lot to support trans students - working to improve visibility to these efforts
- Many incoming requests for training; working on a development of a pronoun education campaign
- Focus group or open forum with undergrad and grad students to assess additional gaps

Cultural Competency and Allyship

- Nearing completion of the creation of the Diversity, Equity, and Inclusion Report Template. The DEI Template will:
 - o Capture college, departmental, unit, university growth and change in diversity, equity, and inclusion
 - o Provide an interface with the changing external and internal realities of the WSU campus community.
 - o Ensure ease of setup and that diversity planning is a continuous process.
 - o Inform the planning process by generating trends and highlighting areas that are either considered strengths or those that need additional.
 - o Ensure responsibility, accountability and collaboration among those using it.

- We will be communicating these efforts with: Faculty Senate, The Provost's Office, undergraduate and graduate student leaders to see how they *currently* feel about the campus climate
- Planning underway for launch of a CEIE Certificate
 - o Develop Qualtrics to request and aggregate current workshops/trainings in existence
 - o Convene training overview meetings and share findings with Jaime
 - o Curriculum will consist of Equity 101, 102, and 103 as basis, plus other trainings to be determined based on findings of analysis of trainings in existence
 - o Connect with SA MARCOMM
 - o Follow up with HRS for Skillssoft implementation for launch TBD Fall 2020

Executive Policy 15

- First Amendment Symposium
 - o Takeaways and common themes distributed to attendees
 - o First Amendment in Higher Education Website for WSU being discussed (reference: <https://www.ncsu.edu/free-speech/>)
 - o Spring Symposium being planned for systemwide participation, hosted from WSU-Vancouver
 - o Need to continue focus here especially given the divisive political landscape as we head in to the 2020 election cycle
- EP-15 Policy Revisions now under review with University Stakeholders
- Holly Ashkannejhad presenting EP-15 updates to Greek Community on Jan 28; and at GPSA and ASWSU meetings
- 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/>

Upcoming Events

1/16 -1/23: Martin Luther King Jr. Weeklong Celebration
 1/28 & 1/29: Winter Blues Buster Event
 2/3: 5 Working Groups Progress Report to WSU Community
 2/13: Spring 2020 Diversity Summit: "Scholarship, Spaces, and Places"
 2/26: Mental Health Workshops and Keynote w/ Dior Vargas
 3/5: Student Veterans Symposium
 3/9: Women of Distinction Awards
 3/13: Gender Affirming Healthcare Symposium
 3/27-4/1: NASPA Annual Conference
 4/6-4/10: Disability Awareness Symposium Week
 4/9: Women's Leadership Conference
 4/17-4/19: Vet. Med Triple A: Access, Ability, and Allyship—Map Your Way to Wellbeing, Diversity and Inclusion

Next Meeting of 5 Working Groups

Date: Thursday March 12, 2020
 Time: 9:00am – 10:30am
 Venues: TBD + ZOOM