

Academic Diversity & Inclusion Committee
Agenda
February 11, 2020 1 PM Shawnee Room

- I. Approval of minutes from December 10 meeting (attachment p. 2–5)
- II. Reports from Student Organization Meetings & Sign Ups for Attending Meetings in Spring (p. 6)
- III. Old Business
 - a. WUmester 2020 updates (attachments pp. 7–11)
 - b. Campus Climate Survey Update—open Feb. 3–Feb. 24. Open to all faculty, staff, and students
 - c. Minor Program Update (attachments pp. 12–14)
- IV. New Business
 - a. Resolution on Preferred Names for Deans’ and President’s Lists (attachments p. 15–16)
 - b. WUmester 2021
 - c. C-TEL Teaching Awards
- V. Announcements
 - a. CFP for Right to Vote Conference at Washburn- deadline extended to February 17 (attachment pp. 17–18)
 - b. CFP for 7th Annual Gender & Sexuality in Kansas Conference (attachment (p. 19–20)

Academic Diversity & Inclusion Committee Meeting
December 10, 2019 1 PM Shawnee Room

Present: Berumen, Barraclough, Brown, Dempsey-Swopes, Desota, Erby, Etzel, Gibbons, Grant, Hart, Juma, Kendall-Morwick, Lambing, McClendon, Miller, Morse, O'Neill, Petersen, Posey, Sundal, Thimesch, Wasserstein

I. Approval of minutes from November 12 meeting

II. Reports from Student Organization Meetings

- a. First Generation group will not meet again until the first Wednesday of February at 4 pm.
- b. Wasserstein attended HALO's 11/19 meeting with Anita Austin in which community participation and engagement were discussed.
- c. Spring semester events
 - i. Dempsey-Swopes announced a step show at 7 pm on February 14th.

III. New Business

- a. Campus Climate Survey will be implemented between January 27 and February 14
 - i. Skyfactor will be administering the survey. The survey will be open to all WU community members with different questions for faculty, staff, and students.
 1. WU can add up to 20 institution specific questions.
 - a. Miller suggested the text displayed before the survey should include a definition of what climate means and what the survey is intended to do. May also include what the data will be used for. Petersen suggested there is a potential for validity issues if definitions are provided. It would be best to include multiple questions over the same measure to ensure the respondent understands
 - b. Wasserstein stated demographic questions should include more options; should have more open ended questions for richer feedback. McClendon agrees – how do Saudi students answer? What does unknown mean? Miller would like to see some proxy

- questions for class. Another suggestion was to add something regarding religion / faith / lack thereof.
- c. Others suggested the inclusion of the amount of time one works; whether employment is on or off campus. Questions about family, including kids, parents, or otherwise should be included as well.
 - d. Kendall-Morwick would like to see questions that ask about the amount of time individual spend with those different from themselves. Petersen suggested adding something about places and organizations to help with this.
 - e. Grant offered that the questions asking about perceptions of faculty and staff should be separated as experiences will differ.
 - f. Miller would like to in the learning section questions about self-efficacy and confidence. Ask about what tools and services the students would like to see on campus.
 - g. Morse believes that we should be careful about number of questions added. Focus groups may be key after the fact to have more of those open ended questions
2. Skyfactor will provide WU the a comparison of results to other institutions.
 - a. Who will analyze the data? Can the research subcommittee be involved?
 3. There is a way to check for updates on the response from the survey
 - a. Petersen asked if we would be getting a good idea of the demographic proportionality to the rest of the university.
 - b. Can look to previous studies to determine what kind of students were more likely to fill it out and who we should focus the most advertisement toward.
 4. Dempsey Swopes – faculty have a hard time getting people engaged.
 - a. Morse suggested that extra credit worked in the past to encourage participation. The survey could provide a certificate when it had been completed for proof. Wasserstein believes this is something

many faculty will be willing to do. Miller suggested a drawing may also be beneficial; use a link at the end of the survey to take participants to another site where they can enter.

- b. Morse advertised previous surveys well in advance, and suggested an email blast before winter break and the use of social media. administrator.
- c. Barraclough suggested reaching out to the student organization mentors and having a table at Bowtie would be good for advertisement.

b. WUmester

- i. There is a whole team working to plan and promote the effort. Dates for events are in the process of being confirmed.
- ii. There is C-TEL workshop planned for December 16 about how to incorporate the topic into spring courses.
- iii. Get in touch with additional event ideas.

c. WUmester 2021 discussion

- 1. Ideas: Climate crisis and environmental justice; climate change and sustainability
- 2. Goal for the February meeting is to have a draft of language and titles that we can discuss. Kendall-Morwick suggested she could work on this.
- 3. Miller will find something on how “changing climates” has been presented at other conferences.

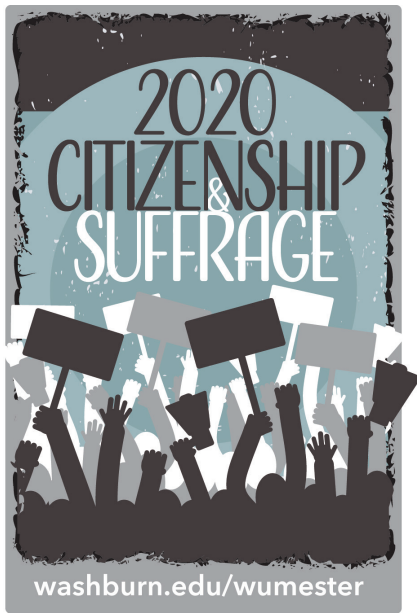
IV. Discussion Items

a. Diversity designation in catalog

- i. There is support from the VPAA for courses to be designated in the future in the online and hard copy catalog. If you are interested in being involved in this possibility, get in touch with Erby.

V. Adjournment 2:00

| Student Org | Date | Time | Location | Attendee |
|------------------------------|--------|---------|--------------------|----------|
| BSU | 27-Jan | 7:20 PM | Blair Room, LLC | |
| BSU | 3-Feb | 7:20 PM | Blair Room, LLC | |
| BSU | 17-Feb | 7:20 PM | Blair Room, LLC | |
| BSU | 24-Feb | 7:20 PM | Blair Room, LLC | |
| BSU | 2-Mar | 7:20 PM | Blair Room, LLC | |
| BSU | 16-Mar | 7:20 PM | Blair Room, LLC | |
| BSU | 23-Mar | 7:20 PM | Blair Room, LLC | |
| BSU | 30-Mar | 7:20 PM | Blair Room, LLC | |
| BSU | 6-Apr | 7:20 PM | Blair Room, LLC | |
| BSU | 13-Apr | 7:20 PM | Blair Room, LLC | |
| BSU | 20-Apr | 7:20 PM | Blair Room, LLC | |
| BSU | 27-Apr | 7:20 PM | Blair Room, LLC | |
| HALO | 3-Feb | | Lincoln Room 3 | |
| HALO | 17-Feb | | Lincoln Room 3 | |
| HALO | 2-Mar | | Lincoln Room 3 | |
| HALO | 16-Mar | | Lincoln Room 3 | |
| HALO | 20-Mar | | Lincoln Room 3 | |
| HALO | 13-Apr | | Lincoln Room 3 | |
| HALO | 27-Apr | | Lincoln Room 3 | |
| Q&A | 27-Jan | 6:00 PM | Mabee 105 | |
| Q&A | 13-Feb | 6:00 PM | Mabee 106 | |
| Q&A | 23-Mar | 6:00 PM | Mabee 107 | |
| Q&A | 9-Apr | 6:00 PM | Mabee 108 | |
| Q&A | 20-Apr | 6:00 PM | Mabee 109 | |
| Q&A | 7-May | 6:00 PM | Mabee 110 | |
| We Are F1rst | 19-Feb | 4:00 PM | Mabee 302 | |
| We Are F1rst | 18-Mar | 4:00 PM | | |
| We Are F1rst | 15-Apr | 4:00 PM | | |
| | | | | |
| It's a Greek Thing Step Show | 14-Feb | 7:00 PM | White Concert Hall | |
| Don't Touch My Hair | 11-Feb | 7:30 PM | Blair Room, LLC | |



February through June 2020

WUmester

Washburn University's
cross-disciplinary
learning experience

Events free & open to the public.
Donations accepted at events marked * below.

January 21 ~ February 4 Washburn Law Library
American Bar Association Law Library of Congress exhibit

January 23 ~ May 13 Henderson 107

WUmester film series by Phi Alpha Theta

- Thursday, Jan. 23 – 6:30 p.m. – Peterloo (2019)
- Wednesday, Feb. 12 – 7 p.m. – Selma (2014)
- Monday, March 2 – 7 p.m. – Suffragette (2015)
- Wednesday, March 25 – 7 p.m. – Iron Jawed Angels (2004)
- Thursday, April 9 – 7 p.m. – Divine Order (2017)
- Monday, May 4 – 7 p.m. – Unda (2019)
- Wednesday, May 13 – 7 p.m. – Election (1999)

February ~ April Noon, Mabee Library
Mondays at Mabee discussions on a variety of related topics
Feb. 3, Feb. 24, March 16, March 30, April 6, April 27

February ~ May Times and locations vary
Panels, Gender Brown Bags, and International Brown Bags

February 7 2 p.m. International House
Lecture by Jason Miller, “How Does One Become a Citizen in the United States Today?”

February 10 7 p.m., B. Thompson Alumni Center
Lecture by Flonzie Brown Wright, civil rights and voting rights activist “Movements Change But Commitments Don’t”

February 13 3:30 p.m., Memorial Union, Vogel Rm
Lecture by Chip Colwell, “Plundered Skulls and Stolen Spirits”

February 14 ~ June 13 *Mulvane Art Museum
I Dream a World: Portraits of Black Women Who Changed America

February 14 *7 p.m., White Concert Hall
Fourth Annual “It’s a Greek Thing” Step Show

February 27 7 p.m., Washburn Theatre
Lincoln-Harman Lecture by Dr. Koritha Mitchell “Home-made Citizenship: All but Inviting Injury”

March Memorial Union
Student exhibit on what voting means to them.

March 16 ~ 20 Memorial Union & Mabee Library
League of Women Voters Exhibit: “Celebrating the Centennial of the 19th Amendment-Women Vote: Learning from the Past; Imagining the Future”

March 18 Noon, International House
Screening of “Strangers in Town”

6 p.m., Henderson 112
Harvard Method of Teaching Civics, co-sponsored by the League of Women Voters and College of Arts and Sciences

March 24 3 p.m., International House
Huscar Medina, Poet Laureate of Kansas, presents “May Our Voices Ring True”

March 27 & 28 Memorial Union
The Right to Vote - A Conference at the Centennial of the 19th Amendment | Keynote by Sarah Deer on March 27
Learn more at <http://suffrage.wuhistory.com>

April 2 ~ 4 *Multiple Locations
WIFI Film Festival, featuring films about and by pioneering women in history and film. Learn more at washburn.edu/wifi

April 17 Memorial Union & throughout campus
Apeiron: Washburn University’s forum for student research

Opening May 2 *Mulvane Art Museum
“Radical Women”

June 19 ~ 27 *7 p.m. nightly, White Concert Hall
Sunflower Music Festival – “The Year of the Woman”
Featuring the debut of an original composition by Libby Larsen for a work for chamber orchestra with narration, focusing on the evolution of women’s voting rights.



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Flonzie Brown Wright

“Movements Change But Commitments Don’t”



Photo by Cynthia Verneatta Palmer

7 p.m., February 10, 2020

Bradbury Thompson Alumni Center | Free

5-6:45 p.m. ~ WU-only preview of the Brian Lanker exhibit at Mulvane Art Museum.

I Dream a World: Portraits of Black Women Who Changed America

Washburn.edu/wumester

Flonzie Brown Wright is a civil rights and voting rights activist who worked alongside Martin Luther King, Jr. and many others. She is the first African American woman to serve as Election Commissioner in Mississippi.



WUmester 2020

Lincoln Harman Lecture

Presented by Dr. Koritha Mitchell

“Homemade Citizenship:
All But Inviting Injury”

7 p.m., February 27, 2020
Washburn Theatre | Free

Washburn.edu/wumester

Author of the award-winning book *Living with Lynching*, editor of the Broadview edition of *Iola Leroy*, and author of the forthcoming book *From Slave Cabins to the White House*.



STUDENT LIFE

FEB 28 '20

DATE STAMPED THROUGH

WU
mester 2020



COLLEGE OF ARTS AND SCIENCES NEW PROGRAM REVIEW FORM

| | Chair's Signature | Recommendation | | Review Date |
|---|---------------------------------|-------------------------------------|--|--------------------------------------|
| Department _____ | Mary Sundal | Approve | | 2020-01-24 |
| Division _____ | | | | |
| Dept. of Educ. _____ | N/A | | | |
| <small>(If relates to teacher certification program.)</small> | | | | |
| Dean _____ | | | | |
| Curriculum Committee _____ | | | | |
| Accepted by CFC _____ | | | | |
| CAS Faculty _____ | | | | |
| Approved By: | Faculty Senate _____ | University Faculty _____ | | WU Board of Regents _____ |

1. Title of Program.

African American and African Diaspora Studies Minor Program (CIP: 05.02)

2. Rationale for offering this program.

A new minor program in AAADS will provide a needed opportunity to revise, modernize, and diversify the curriculum at Washburn. It will help attract students and faculty members of color to the University; promote inclusion of existing students and faculty of color; and allow participating students from all backgrounds to hone skills in cultural fluency, which is repeatedly one of the top 5 skills that employers surveyed by the National Association of College Employers (NACE) say they look for in hiring undergraduates. Minors in AAADS will gain an interdisciplinary view of the world that is grounded in the perspective of Africa and the African diaspora. They will come to understand the forces that influence and impact the lives of people of African descent in the United States and beyond.

Washburn's curriculum and level of faculty expertise already supports the creation of this minor program but, as stated above, it is anticipated that the existence of the program will help to further diversify the curriculum and attract a more diverse faculty and student body. In these ways, the minor will help Washburn to live up to its core value inclusion.

The initial director of the program will be Dr. Mary Sundal, an Africanist scholar. Dr. Sundal earned a graduate certificate in African Studies from the University of Kansas, is a member of the African Studies Association, published multiple peer-reviewed articles on the pastoral peoples of Uganda, and currently has a book project focusing on African indigenous healers. As additional faculty members of color with expertise in African American and African Diaspora Studies join the faculty at Washburn, it will be important to revisit the appointment of this position.

The Social Sciences Division will be the home for this proposed minor; however, it will need to be

highly interdisciplinary in order to be academically robust. Faculty members and departments from across the University are encouraged to cross-list courses with the program and/or offer courses that could count toward the fulfillment of the minor program.

3. Exact proposed catalog description.

African American and African Diaspora Studies

Mission:

African American and African Diaspora Studies (AAADS) is an interdisciplinary program that examines the societies and cultures of people of African descent around the globe. This includes the ideas, institutions, and practices that African Americans and people throughout the African diaspora have used to survive and shape the modern world. The mission and learning objectives of the program are rooted in critical race theory-in particular, the premise that the construction of race and ethnicity is inextricably linked to systems of power and privilege-and thus an ability to analyze how concepts of race and ethnicity both influence and are influenced by social, historical, and cultural processes is essential to the pursuit of social justice. AAADS aims to help students cultivate this ability, preparing them to contribute to the creation of a more socially just world through their professional and civic endeavors.

Student Learning Outcomes:

Upon completion of the AAADS minor, students will be able to:

1. Describe the history of the African diaspora and the continued impact of colonialism, global slave trade, and segregation/apartheid on African Americans and other African diasporic communities.
2. Analyze the social construction of race and ethnicity and how their intersections with class, gender, and other factors affect African Americans and other African diasporic individuals and communities.
3. Apply interdisciplinary methods and theories appropriate to African American and African Diaspora Studies.
4. Demonstrate social justice praxis informed by critical race theory.

Study Plan:

To obtain the optional minor in African American and African Diaspora Studies (AAADS), a student must complete at least 15 hours of designated AAADS coursework, including both required and elective courses. Electives must be taken in at least two disciplines, and at least 6 hours of electives must be at the upper-division level. These courses should include XX 200: Introduction to Critical Race and Ethnic Studies. The minor will be supervised by the director of the AAADS program or a member of the AAADS advisory board. Students may complete the minor two ways. They may a) submit a study plan consisting of coursework formally identified as counting toward the AAADS minor, or b) they may develop a study plan to request alternate coursework be accepted toward the minor. The minor plans will be reviewed by the director of the program and advisory board to ensure the program learning outcomes are met. Students wishing to complete the minor must submit their study plan for approval before completing coursework in the minor.

Required Courses:

- XX 200: Introduction to Critical Race and Ethnic Studies

- One of the following courses: HI 328 African American History; HI 329 the Civil Rights Movement; HI 370 Modern Africa; OR AN 317: Peoples and Cultures of Africa

Electives that may count toward the minor include, but are not limited to:

- AN 317: Peoples and Cultures of Africa
- AR 309: Arts of Africa
- HI 328: African American History
- HI 329: The Civil Rights Movement
- HI 370: Modern Africa
- HS 450/HS 650: Multicultural Issues
- MM 360: Minorities and the Media
- PY 395: Psychology of Social Power
- SO 207: Race and Ethnic Relations
- Approved directed readings or independent studies

Please note that, while the classes above all require prerequisites, these prerequisites will be waived for students pursuing this minor program.

4. List any financial implications.

None.

5. Are any other departments affected by this new program? Yes

Other CAS departments will be positively affected as their course offerings will count toward the fulfillment of this minor program. The Department of Human Services will also be positively affected because one of their existing courses (HS450/HS650) will also count toward this program. In the future, additional courses in schools outside of CAS may offer courses that could count toward the minor as well.

DRAFT

The Academic Diversity and Inclusion recommends that Strategic Analysis and Reporting modify the ARGOS reports used to generate honor rolls, deans' lists, and the President's list by adding a column in the report for students' preferred first names.

The committee further recommends that the Vice President for Academic Affairs request that everyone at the University who uses that data utilize the preferred name when available.

Subject: Honor Roll
Date: Friday, January 24, 2020 at 4:00:21 PM Central Standard Time
From: Christy Smith
To: Kelly Erby
Attachments: image001.jpg

Kelly,

I misspoke, the honor rolls are ARGOS reports. SAR can make modifications to those reports. The reports are produced for each school separately, so we can modify the CAS report without affecting the others. There are some considerations that we wanted to run by you, before we actually implement any modification.

- 1) As the report stands student names appear as LAST, FIRST.
 - a. We can simply create an additional column with preferred first name (there is no preferred last name in banner).
 - b. We could modify the current field to appear as LAST, FIRST "preferred".
 - c. For options a and b both first names would appear in the report. Alternately, we can replace FIRST name with the preferred first name. This way the appearance of the report does not change, just the content.
- 2) Since this would only affect CAS, it is possible that other schools may notice and question CAS, the VPAA or other administrator. We just wanted to mention this so that you could prepare as you see fit.

If this is as clear as mud, please, feel free to call at your convenience to discuss in more detail.

Christy

Christina Smith | (785) 670-1372
Strategic Analysis and Reporting (IR)



The Right to Vote — A Conference at the Centennial of the 19th Amendment

[Home](#) [Call for Papers](#) [Suffrage Stories](#) [Contact us](#)

Call for Papers

“The Right to Vote: A Conference at the Centennial of the 19th Amendment”

March 27-28, 2020

It has now been a century since the ratification of the 19th amendment to the U.S. Constitution, removing constitutional barriers to suffrage based on sex. Although a significant moment in history, the amendment’s meaning and legacy is contested. In Kansas, women voted before 1920, and in many states, women of color were barred from voting until decades after the 19th amendment’s ratification. On the anniversary of this important but imperfect achievement, we invite a broad discussion of suffrage and political participation, past and present.

On March 27-28, 2020, Washburn University will host a conference exploring the rich and complex story of suffrage and political representation, in history and contemporary life. We request papers and panels that consider suffrage and political inclusion, broadly defined, in any period or setting. For example, we welcome presentations and sessions that consider histories of suffrage in the United States or throughout the globe, the 19th amendment and its legacies, or alternate models for political participation; as well as studies of contemporary legal frameworks and organizing, constitutional law, or voting rights.

We invite submissions from undergraduate and graduate students, from legal scholars and professionals, academics in all fields, and independent scholars. Proposals for papers/presentations (approximately 20 minutes in length), panel or roundtable sessions (approximately 1.5 hours), or creative presentations (contingent upon our ability to provide space/equipment) are welcome.

To submit a proposal, please follow the guidelines below, and email as an attached file to history@washburn.edu. The deadline for all submissions is February 17, 2020.

- **Paper/presentation proposals:** Please submit a title and abstract of approximately 250 words, as well as a brief bio.
- **Panel/roundtable proposals:** Please submit a title for the session and a session description of approximately 250 words, as well as a brief bio all participants. For panel sessions, please include a title and abstract for each paper included.
- **Creative presentations:** Please submit a title, description of approximately 250 words, and a brief bio. If there are specific requirements for space or equipment, please list them.

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Save the Date
Friday, March 13, 2020

Rhatigan Student Center
Wichita State University

Happy New Year to all of our Kansas colleagues!

I'm sending this email to ask you to Save the Date and help spread the news that the call for presentations for the 7th Annual Gender & Sexuality in Kansas Conference is now open.

The 2020 conference will take place on *Friday, March 13th* in the Rhatigan Student Center on the campus of Wichita State University. You can find information about the conference as well as the

CFP link by going to: <https://www.wichita.edu/genderconference>

Call for Presentations

We are currently seeking submissions of original research, training/workshops, and other scholarship from *any discipline* from students, scholars, staff, and interested others associated with a *college or university in Kansas whose scholarship is related to gender and/or sexuality*.

The deadline for submissions is Sunday, February 16th, 2020. We hope that you will consider submitting a proposal (consisting of a 200-300 word summary of your proposed presentation) and/or encourage your students and colleagues to submit proposals.

2020 Key Note Speaker

This Year's Key Note Speaker will be Dr. Sarah Deer, citizen of the Muscogee (Creek) Nation of Oklahoma, professor at KU in the School of Public Affairs & Administration, and 2019 National Women's Hall of Fame inductee. Her talk will be titled: *Sovereignty of the Soul: Confronting Sexual Violence in Native America*.

Stay up to Date on Conference Announcements

To stay up to date about the conference please join the Facebook event on our department page: <https://www.facebook.com/events/461810064541316/>



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For questions about the conference contact:

Shocker Sociology, 316-978-3280 or
email Dr. Jodie Hertzog: jodie.hertzog@wichita.edu

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