

Academic Diversity & Inclusion Committee
Agenda
February 8, 2022, 1 PM via Zoom

- I. Approve minutes from December 14, 2021 meeting
- II. Election of New Secretary
- III. Welcome and Introduction of Michelle Godinet, Equal Opportunity Director
- IV. Old Business- draft definitions of diversity, equity, inclusion, and belonging (attachment p. 4)
- V. Updates about Faculty Hiring
- VI. Discussion--the use of images in electronic formats to convey information
- VII. Announcements
 - a. Upcoming CTEL Events
 - i. Student Accommodations: Flexibility and Responsibility with Danielle Dempsey-Swopes, Feb. 8 at 2:30 PM. Register with CTEL.
 - ii. Is there Always a Truth for students? with Dr. Eric Grospitch, Feb. 15, 1-2 p.m. Register with CTEL.
 - b. WUmester 2022
 - i. Register for Monthly Challenges [here](#).
 - ii. WUmester Keynote Event March 1, 6 PM, BTAC, by Albert Woodfox, a member of the Black Panther Party wrongfully convicted of murder and held for 43 years in solitary confinement until he was freed by the Innocence project. Mr. Woodfox is also the author of *Solitary: Unbroken by Four Decades in Solitary Confinement. My Story of Transformation and Hope*.
 - iii. Mulvane WUmester Exhibit February 4–July 23, 2022: Curated from the permanent collection, the exhibition will explore the various meanings and definitions of truth. In particular it will consider how distinct identities shape perspectives and understandings of social and political issues.
 - iv. Screening of [Fruits of Labor](#) and discussion with filmmaker, March 29, 5 p.m. in Henderson 112.
 - v. [WIFI Film Festival](#) April 29–May 1, 2022: Events include a workshop on making historical documentaries that accurately and professionally shed light on unknown stories.
 - c. www.washburn.edu/dicourses

**Academic Diversity & Inclusion Committee Meeting
December 14, 2021, 1 PM via Zoom**

Present: Ayella, Barraclough, Brown, Burdick, Chadwick, Collier, Dempsey-Swopes, Desota, Dorantes, Erby, Etzel, Grant, Hart, Havens, Kendall-Morwick, Krug, Mazachek, McClendon, Miller, Morse, O'Neil, Nyquist, Scofield, Steffen, Tatum, Thimesch, Wasserstein, Williams

- I. Minutes from Zoom meeting November 9 and electronic meeting November 16 were approved by electronic vote.
- II. Discussion
 - a. Carnegie Hall (Mazachek): there has been an awareness of these issues for a long time; the issues are more pronounced each year. Each year when capital is discussed, these issues are raised. Grateful for students bringing more attention to the issue, as it is understood this the lack of accessibility is not okay and the attention provides further encouragement to get things right.
 - i. In Spring 2022, all education classes will be in the LLC (thanks, Joey!).
 - ii. There is a long-term solution in the works; an outside firm is helping WU better understand space on campus and how to best use it.
 - b. Campus climate incidents (Dempsey-Swopes): the campus climate reporting system provides all members of the WU community the opportunity to file a report when they believe there has been an incident of non-inclusive actions on campus. ADIC members viewed report of incidents reported in the first year the system has operated (Spring & Fall 2021)
- III. New Business
 - a. Draft definitions of diversity, equity, inclusion, and belonging: action group brought forward a draft of working definitions ADIC suggested revisions. Second reading will occur at February meeting.
- IV. Announcements
 - a. WUmester 2022 Events
 - i. Harman Lincoln Lecture Feb. 2 at 7 PM, BTAC, Kellie Carter Jackson.
 - ii. WUmester Keynote Event March 1, 6 PM, BTAC, Albert Woodfox.
 1. CTEL hosting a book circle for his text *Solitary: Unbroken by Four Decades in Solitary Confinement My Story of Transformation and Hope*.
 - iii. February Step Show.
 - b. Mulvane WUmester Exhibits
 - i. February 4–July 23, 2022: Curated from the permanent collection, the exhibition will explore the various meanings and definitions of truth. In particular it will consider how distinct identities shape perspectives and understandings of social and political issues.
 - ii. Screening of Fruits of Labor and discussion with filmmaker, date TBA.

- iii. WIFI Film Festival April 29–May 1, 2022: Events include a workshop on making historical documentaries that accurately and professionally shed light on unknown stories.
- iv. WUmester Monthly challenges
- c. www.washburn.edu/dicourses

Diversity: Diversity refers to the fact of human difference, including the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include but are not limited to socioeconomic status, race, ethnicity, nationality, place of origin, language, ability, gender identity, gender expression, sexual orientation, religious and non-religious identity, political and social ideology, family background, veteran status, and age, as well as the intersections of these identities.

Equity: Equity is the intentional reconsidering and readjusting of curriculum, co-curriculum, policy, culture, and pedagogy so all members of the university committee can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities — historic and current — that advantage some and disadvantage others.

Inclusion: a core value of Washburn University, inclusion refers to the intentional, ongoing effort to ensure that diverse individuals and groups are welcome to fully participate in all aspects of the community and university, including decision-making processes. It also refers to the ways that diverse individuals and groups are welcomed, valued, supported, respected, and empowered to reach their full potential. While an inclusive group is necessarily diverse, a diverse group may or may not be inclusive. Washburn commits itself to cultivating an inclusive learning, living, and working community, facilitating the success of all people, and supporting all individuals.

Belonging: Belonging is the sense of being seen, supported, and valued by the community. When people belong, they are able to be their authentic self. Diverse, inclusive, and equitable communities foster a sense of belonging.