

# DIVERSITY & INCLUSION

Plan of Action & Discussion  
March 18, 2019



## Roadmap for Today's Meeting

- We are committed to live up to Washburn's new core value: Inclusion
- We are continuing efforts that are already underway to create a more diverse and inclusive campus environment
- With your recommendations, we have identified future areas of focus and growth and are looking for more ideas
- We want this to be a continuing conversation and value your feedback



## Why Inclusion as a Core Value?

### Washburn's Core Values

In keeping with the University's founding heritage, we commit ourselves to the following core values:

**Integrity**

**Excellence**

**Inclusion: cultivating an inclusive learning, living, and working community, facilitating the success of all people, and supporting all individuals.**

**Accountability**

**Respect**

**Collaboration**

**Innovation**

*Approved by the Washburn Board of Regents, December 7, 2018*



## Inclusivity Statement

At Washburn, we know we all benefit when we learn, live, and work with a wide variety of people. Therefore, we work to carry out the University's Diversity Mission Statement:

*Washburn is committed to cultivating an inclusive learning, living, and working community, facilitating the success of all people, and supporting all individuals. An inclusive community values diversity in culture, socio-economic 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. The University strives to provide opportunities for its members to reflect upon their own perspectives while examining the perspectives of others, resulting in a culture of empathy and respect for all.*

If you find there is a barrier to your inclusion in a course, you are encouraged to discuss it with your instructor. For additional information and support, consult the list of campus offices and resources available at <https://www.washburn.edu/diversity/index.html>.



## What Washburn has heard from our students:

- Students of color too often find themselves as the only people of color in our classrooms
- Students desire an opportunity to learn from a racially and ethnically diversity faculty and staff
- Students from diverse backgrounds too often feel unwelcome on our campus
  - Ranges from campus members who make negative assumptions about students of color, or do not try hard enough to correctly pronounce their names, to other forms of discrimination from faculty and staff members, Washburn police, and the student body
- Students of color do not always feel represented in our curriculum
- Students of color desire a multicultural resource center on our campus, a place that is designated as a welcoming and inclusive space for them to use, as well as a space that could educate people about concerns facing people of color



At Washburn, diversity & inclusion is everyone's job, but there are three major units charged with collaboratively creating a more diverse and inclusive learning, living, and working environment:

- Office of Diversity and Inclusion (created 2016)
- Academic Diversity and Inclusion Committee (formalized 2018)
- Center for Teaching Excellence and Learning (created 2014)



## Continuation of current efforts:

- Inclusive teaching certificate
- Student Organization & Student Staff Diversity Training
- Washburn Police Diversity Training
- Critical issue panels & education
- Revision of WU 101 Diversity Assignment
- Beginning in the Fall of 2018 faculty and staff positions descriptions have mandatory language signaling Washburn's commitment to a diverse and inclusive campus environment and indicating Washburn's interest in applicants from diverse backgrounds
- New training for hiring committees to recruit diverse applicants and manage effects of implicit bias



## Identified areas of future focus and growth

- Continuously improve strategies to develop and recruit more diverse faculty and staff
- Continuously improve strategies to recruit a more diverse student body
- Explore spaces for creation of a multi-cultural resource center
- Review and implement options for a bias reporting process and review of concerns
- Additional community engaged coursework to increase opportunities for social justice education
- Increase need-based scholarships



## Identified areas of future focus and growth, continued

- Create ethnic/racial studies minor program
- Continue efforts to support international students
- Promote a diverse and inclusive learning environment
  - Washburn's C-TEL has offered more than 30 faculty development opportunities in the 2018–2019 academic year focused on diversifying the curriculum, education for social justice, and inclusive teaching strategies
- Hire a outside consultant to assist in developing a diversity and inclusion strategic plan



What else do you want us to know?



## Next Steps

- Student Diversity & Leadership centered retreat
- Send team to National Conference on Race and Ethnicity
- Enhance and share multicultural recruitment plans
- Collaborate with WSGA, Faculty Senate, Staff Council and the Academic Diversity and Inclusion Committee to develop a response team and process for bias incidents
- Find additional ways to engage our domestic students with our international students
- Continue efforts to challenge students to engage in discussions on critical topics (WUmester)
- Encourage students to take an active role in their social circles to challenge language and actions that have a negative impact on other IChabods



## Interested in being involved or other ideas?

Contact:

[WUCandobetter@Washburn.edu](mailto:WUCandobetter@Washburn.edu)

We realize it is your energy, courage, and talents that will help make Washburn a more inclusive learning, living, and working environment.

Together #WUCandobetter

