

Academic Diversity & Inclusion Committee Meeting Minutes
February 8, 2022, 1:00 PM via Zoom

Present: Kelly Erby, Beth O'Neill, Kim Morse, Barbara Scofield, Shelly Bearman, Danielle Dempsey-Swopes, Dennis Etzel, Izzy Wasserstein, James Barraclough, Jason Miller, Jim Smith, Joey DeSota, Keith Tatum, Kelly McClendon, Leah Brown, Mary Sundal, Megan Dorantes, Melanie Burdick, Muffy Walter, Norma Juma

Guest: Michelle White-Godinet

- I. Michelle White-Godinet introduced herself as the new Equal Opportunity Director/Title IX Coordinator. She shared that she is spending time getting to know Washburn University and is looking forward to meeting faculty and staff. She is hopeful that people will view her role and office positively and as a place of support.
- II. Kelly Erby reported that the committee was in need of a secretary. Erin Grant is no longer able to serve as secretary because she is teaching during the committee meeting times this semester. Beth O'Neill volunteered to serve as secretary for the committee.
- III. A motion to approve the minutes from December 14, 2021 committee meeting was made and seconded, and the minutes were approved.
- IV. Old Business
 - a. Definitions of diversity, inclusion, equity, and belonging were reviewed from the previous meeting and Kim Morse moved to approve the definitions, Izzy Wasserstein seconded, and the definitions were approved. The committee clarified that the purpose of the definitions is to develop a common language for Washburn to facilitate institutional conversations about diversity, inclusion, equity, and belonging. Committee members decided to informally gather feedback from as many entities as possible between now and next ADIC meeting. The committee will then evaluate if any changes to the definitions are needed at the March meeting, before taking the definitions on for additional feedback from deans and shared governance, including faculty senate, staff council, and WSGA.
- V. Updates about Faculty hiring
 - a. Kelly Erby shared a presentation regarding some of the changes to fulltime faculty hiring processes. Changes include:
 - i. Revisions to how positions are requested and considered
 - ii. Creation of faculty hiring guidebook to standardize some processes and incorporate best practices in effective and inclusive recruitment and hiring; guidebook is available for committee member review
 - iii. Commitment to inclusive teaching as required qualification for all faculty positions
 - iv. Updated language on job postings describing Washburn University and our commitment to inclusion
 - v. Recruitment plans must be developed and a record of recruitment submitted for each search

- vi. Evaluative criteria must be developed before search committee can begin reviewing/screening applications and evaluation tools must include assessment of commitment to inclusive teaching
- vii. Inclusion advocate position created search committees with additional training opportunities
- viii. University-required training of all search committee members

VI. Discussion

- a. Images used to convey information in emails and BodTalk: The use of images to convey information can be inaccessible because it doesn't work well with text readers. Dempsey-Swopes and Erby will try to gather more information and explore some ways to pursue improvements.
- b. ADIC members expressed deep concern about a noose displayed and photographed in the LLC. Members indicated they wanted their concern conveyed to the administration.

VII. Announcements

- a. Upcoming CTCL Events
 - i. Student Accommodations: Flexibility and Responsibility with Danielle Dempsey-Swopes, Feb. 8 at 2:30 PM. Register with CTCL.
 - ii. Is there Always a Truth for students? with Dr. Eric Grospitch, Feb. 15, 1-2 p.m. Register with CTCL.
- 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

VIII. Meeting was adjourned at 1:58 PM.