



WSU Tri-Cities Diversity Center Proposal

Prepared by ASWSUTC President, Israa Alshaikhli

Statement of Purpose: To further the diverse and inclusive culture of WSU Tri-Cities by providing support, resources, and programs to expand our students' cultural horizons.

Background and need:

It is critical to WSUTC's ability to achieve its stated commitment to diversity and inclusion by having centralized and identifiable support programs delineated to serve all students from all walks of life and to provide a more inclusive environment for various protected and underrepresented identities, including sexual orientation, sex, gender and gender expression, disability, religion and creed, veteran status, class background, national origin, including undocumented students, international and non-English speaking, and age.

Our campus annual survey shows that we have the following populations; 57.6% white, 29.7% Hispanic population, 3.8% Asian, 3.1% international students, 0.4% American Indian, 0.7 African American/black, and 1.2% other races. The report also shows that we have 2.3% homosexual and 2.6% bisexual. These statistics represent our diverse campus, proves a need for a center that can increase diversity and create a space for all students engaged on another level.

Vision

The Diversity Center seeks to develop and support our students, faculty, staff, and community. The center will provide tools, resources, and space to establish a learning environment in which students from all backgrounds can thrive in their chosen fields of study. We aim to make all students from all walks feel welcome and supported. This center will open the opportunities to educate students, faculty, and staff through workshops, programming, seminars, and conferences.

WSUTC has been identified as a Hispanic Serving Institution to serve the large Hispanic population that we have on our campus. The center will support this initiative and provide the resources necessary to support this institutional classification. We currently have a Diversity and Inclusion Council, the Office of Student Life, and counseling services on campus; however, we lack a physical location where students can seek resources and guidance when facing some difficult situations or experiences.

In this document, the Associated Students of Washington State University Tri-Cities are proposing the idea of a diversity center that would function as an umbrella for all the multicultural and diversity initiatives and fulfill our mission of "bringing together individuals of diverse backgrounds and perspectives in an inclusive, student-centered university that develops the potential of learners and the well-being of communities."

The development of a diversity center will provide students, faculty, and staff with a centralized network of resources to enhance academic and social support on our campus.

Structure:

Potential Possibilities for Structuring

All faculty, staff, students, and administrators from all disciplines are encouraged to become members of the Center. The center operates under the shared governance of the Divisions of Chancellor Office, Academic Affairs, and Enrollment Management and Student Services (EMSS) but it organizationally housed in the Division of EMSS. The Governance Board shall consist of the following:

- The Chancellor or designee
- Vice Chancellor of EMSS or a designee
- Chair of the Diversity and Inclusion Council or a designee
- ASWSUTC Director of Diversity Affairs or a designee
- One faculty member appointed by the Vice Chancellor of Academic Affairs
- One representative from Community Engagement
- Three at-large students

The three students are nominated by the ASWSUTC President, approved by the Vice Chancellor of EMSS, and confirmed by ASWSUTC senate.

The chair of the board shall be voted on by the board members and shall be a student.

The Coordinator of the Diversity Center will report the Vice Chancellor of EMSS and to the Governance board. The staffing of the office shall also include 2-5 student workers who will be under the supervision of the Coordinator.

The Coordinator will be responsible for the following:

- Collaborate on the Center's vision for promoting the value of diversity campus wide
- Promotion of the integration of curricular and co-curricular activities in the area of social justice, equity, and diversity
- Manage the budgetary process for the Center
- Develop long-term plans for the Center
- Oversight for daily operations of the Center
- Work with campus constituents to disseminate information, initiatives, and strategic goals about the Diversity Center across the appropriate channels
- Plan trainings and educational seminars for staff and faculty to promote diversity
- Partner with Office of Student Life and ASWSUTC to plan annual Social Justice Institute.
- Plan Ally Trainings, Gay Pride Day, and any other diverse events or programs.
- Oversee the student workers and delegate to them as needed

The goals for the center shall include but are not limited to:

- 1) Improved ratings on campus climate surveys of underrepresented students

- 2) Improved recruitment and retention rates for historically marginalized and underrepresented students
- 3) Enhanced awareness and increased commitment to support multiculturalism and diversity by all students (majority and minority students)
- 4) Enhanced the student experience (majority and minority groups)

Funding:

- Funding request present to the Chancellor
- Budget outlined below:
 - Salary: \$50,000 for coordinator (including benefits)
 - Wages: \$8,300-\$20,750 (2-5 student workers)
 - \$15,000 programming

Anticipated Outcome(s):

Our vision and initiatives could lead to the following results:

1. A visible and easily accessible location to students for services and a sense of welcoming.
2. Centralization of services that support (not replace) recruitment efforts focused on racial and ethnic minority students.
3. Centralization of services for undocumented students, including DACA and 1079, as well as other support needs of foreign born WSUTC students
4. centralized and unit planning and programming.
5. Engaging the students and broader campus community in events and initiatives designed to increase dialogue, awareness, and engagement within and across various groups to build community, enhance underrepresented students' sense of belonging, and support the leadership growth and development of underrepresented students.
6. Educational resource center where supplies and used textbooks are donated and then shared with students in need which would lighten the financial load for students
7. Identify disciplines where under-representation of faculty, staff, students exists and report it to the appropriate authorities

Center Proposed Location:

West 136 C which will not need to be re constructed.

West 136 A which can be used as a meditation room.

West 136 B, the office for the Coordinator of the Diversity Center.

Some References Informing the input:

ASWSUTC Executive Board and Senate

ASWSUTC Director of Diversity Affairs, Adriana McKinney

ASWSUTC Advisor, Danielle Kleist

Vice-Chancellor of Enrollment Management and Student Services

Diversity and Inclusion Council

Vancouver Vice chancellor of student affairs- Nancy Youlden

Professor Katie Banks

3/27/17

On behalf of the Washington State University Tri-Cities Diversity & Inclusion Council, I am writing to support the ASWSUTC initiative to develop a WSU Tri-Cities *Center for Equity, Diversity, and Inclusion*. The proposal submitted by the ASWSUTC clearly outlines the purpose of this center and the value it will add to the campus experience of all WSUTC students, faculty, and staff. In addition to creating a space for providing academic and social resources to students from diverse backgrounds, there are multiple overarching administrative benefits of the proposed center:

1. Having a centralized location for coordinating diversity and inclusion resources will enhance the efficiency of providing services across the campus.
2. Dedicating a position to administer this center will provide clear lines of communication between different units (academic, student, and administrative) at WSUTC and the Diversity & Inclusion Council.
3. Regular communication with this center will help the Diversity & Inclusion Council to collaborate with the Chancellor on strategies for improving issues related to diversity, equity, and inclusion.

Aside from the explicit benefits mentioned here, the Center for Equity, Diversity, and Inclusion would also provide an infrastructure for developing and administrating programs and services related to any Hispanic Serving Institute funding opportunities. Considering the immediate and potential future impact that such a center would have on our campus, the Diversity & Inclusion Council strongly encourages to the Chancellor to consider moving forward with this important initiative.

Sincerely,



Eric J. Johnson, Ph.D.
Chair, Diversity & Inclusion Council
Washington State University Tri-Cities

April 4, 2017

We, the Dreamers Club of Washington State University Tri-Cities, are writing in support of the ASWSUTC initiative to develop a WSU Tri-Cities *Center for Equity, Diversity, and Inclusion*. We feel this center will be a safe and welcoming space for all students to interact and organize events. Having a center dedicated to inclusion, equity, and diversity will aid in giving all students much needed resources, be academically successful, and enrich college experience. We strongly encourage the implementation of financial, academic, and social resources for the undocumented student population. In addition, an administrative position for this center would unify all diverse clubs on campus and meet students' needs.

The Dreamers Club strongly encourages the Chancellor to consider moving forward and implementing this beneficial ASWSUTC initiative.

Respectfully,


Ana I. Sandoval
President


Vanessa Alvarez Sanchez
Vice-President


America Sandoval
Treasurer


Adriana Iturbe
Secretary


Maria Torres
Public Relations

