

Diverse Faculty & Staff Working Group - MINUTES

Thursday September 26 | 3:00pm | Lighty 360D + ZOOM

Attendees: Renny Christopher, Kate McAteer, Sandra Haynes, Obie Ford, Ray Acuna-Luna, Katie Cooper, Phyllis Erdman, Abby Howard, Jon Walter, Bryan Blaire, Lisa Gehring, Bonnie Dennler, Dan Records, Jason Abrams

New Items

Welcome to new members

Dr. Laura Hill (Vice Provost for Faculty Development and Affairs (Pullman); joining in early October)

Savanna Kresse (ASWSU-TC President, Tri-Cities)

Ray Acuna-Luna (Director, Cougs Rise, Office of the Provost, Pullman)

Alex Spradlin (Assistant Professor, Psychology, Pullman)

Bonnie Dennler (Manager, Employee Relations and Recruitment, Human Resources, Pullman)

Updates

Recruitment & Retention Initiatives:

Ray Acuna-Luna, Damianne Brand, Todd Butler, Colette Casavant, Renny Christopher, Katie Cooper, Marta Coursey, Obie Ford III, Masha Gartstein, Lisa Gehring, Veneice Guillory-Lacy, Jennifer Hey, Ashley Kuznia, Kate McAteer, Melanie Neuilly, Cheryl Rajcich, Bertha Rangel, Dan Records, Mary Rezac, LeeAnne Riddle, Bernadita Veronica Sallato Camona, Susan Schroeder, Alex Spradlin, John Streamas, Jon Walter, Georgine Yorgey, Bonnie Dennler

- Group met on 9/25 to look at current practices in place
 - What's working
 - What are opportunities
 - Create and propose new/innovative retention strategies; policies/procedures
 - Critical to have buy in from president and provost/deans to assure sustainability
- Operationalizing Equity Statements from incoming candidates
 - *Need to establish what a template for this document looks like – currently there is conflation of diversity statements with equity statements is causing confusion among search committees.*
 - *What does an assessment of an equity statement actually look like?*
 - *Katie Cooper has volunteered to start looking at an assessment (VOLUNTEERS WELCOME; please email Katie Cooper directly).*
 - Are there any tools or examples that can be shared NOW for search committees and career advisors?
 - *[Vancouver document](#) (developed by Renny and adapted from UC San Diego)*
 - *Education within search committees needed here to ensure something supportive of equity is accomplished.*
 - *Some California schools have thorough explanations; see UCLA job add referenced by Alex Spradlin*
 - *[Job ad itself](#) (see requirements near the bottom of the ad)*
 - *[Sample Guidance for Candidates](#) which provides examples for teaching, research, professional activity, and service areas*
 - *[The EDI Statement FAQ](#), which includes definitions of the terms, the reasons for requiring an EDI, and a sample evaluation rubric*
- *How do we measure retention longitudinally across under-represented groups?*



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- *Currently, we don't do this – how can we?*
- *What is the metric we want to find within this data?*
- *What triggers an individual considering a departure (many don't stay beyond 1-2 years)?*
- *How are we checking in with new faculty as they go through their first year to ensure we're getting more than 1-2 years from faculty?*
- *Current challenges we face with data on ethnicity is because of under-reporting; this is posing difficulty in conducting a meaningful analysis.*
 - *Why are people NOT self-identifying? Is this fear based? For those who would like to, perhaps there are technical barriers around the "how"?*
 - *Do we launch an advertising campaign encouraging individuals to self-identify first?*
 - *Need for folks to be given clarity around how this info is to be used*
 - *Do we then perform an audit and conduct a visual observation of ethnicity to build a fuller picture of this data?*
 - *Workday will support self-identification within an individual's profile setup and in a much less labor intensive way*
- Review [report](#) from the Achieving Equity and Diversity in Faculty Recruitment & Practice conference held at UC Davis in April 2019

Equity Advisors:

Phyllis Erdman, Sandra Haynes, Katie Cooper, Courtney Benjamin, Theresa Elliot-Cheslek, Bonnie Dennler, Bryan Blaire

- Subgroup met on 9/18 to discuss next steps for defining Equity Advisors and how to get support from administration, and agreed we would implement Equity Advisors in phases
 - Phase 1 – institutionalize Implicit Bias training and emphasize message from President and Provost on its importance – now and ongoing;
 - Encourage colleges to identify someone to do some of this work now, informally. Maybe include some stipend or course release – we need to communicate that to colleges and be clearer what we're expecting them to do.
 - *Maybe those who have completed implicit bias training could serve in some capacity, and we draw from a pool of people?*
 - Work on proposal to submit to Deans and campus Vice Chancellors;
 - Emphasize work that has been accomplished (# of implicit bias trainings completed)
 - Present to affinity groups and Presidential Commissions (Katie + ?)
 - *Perhaps Equity Advisors attend Affinity Group meetings to gain further familiarity*
 - Phase 2 – present proposal to deans and Vice Chancellors in fall semester (Jaime + committee)
 - Encourage conversation with deans and VC on how colleges can find funds for reimbursement for EA's;
 - Reimbursement to be loosely defined (eg., stipend/ summer pay, course release);
 - explain why it needs to be a designated role not add-on to existing associate deans
 - Possible partner with Office of Research for support
 - Equity advisors in place by spring 2020

- *How do we measure “success”: could be difficult to measure assessment on the effectiveness of this interaction; is there a way to collect data based on candidates who do or don’t accept offers to join WSU to measure the impact of Equity Advisors?*

Implicit Bias Awareness Trainings:

Phyllis Erdman, Jamie Nolan, Theresa Elliot-Cheslek, James Dalton, Chip Hunter, Paul Strand

- 18 sessions completed by mid-October: ~325 attendees in total
 - Beginning to receive requests from system partners + student populations
- Important to reinforce that this is not a one and done conversation – Implicit Bias Awareness is a conversation that should take place before EVERY search, should be foundational to the entire process and is part of the WSU strategic plan
- *Since we’re tracking attendance, do we use these figures as a strategic goal metric?*

Resource Guide:

Obie Ford, Abby Howard, Jason Abrams

- In person follow up conversations convened with faculty and staff colleagues identifying with the following social identity groups:
 - **Black/African American** (Jason met on 8/12; input is reflected in resource guide v 1.3)
 - **Native American/Indigenous Peoples** (Jason met on 8/13; input is reflected in resource guide v 1.3)
 - **Latinx/Chicanx American** (Jason met on 8/15; input is reflected in resource guide v 1.3)
 - **People with Disabilities** (Abby met on 8/22; input is reflected in resource guide v 1.3)
 - **Veterans Group** (Abby met on 8/27; input is reflected in resource guide v 1.3)
 - **LGTBQ+** (Abby met on 8/29; notes forthcoming based on input)
 - **Asian American** (Abby met on 9/12; notes forthcoming based on input)
- Scheduling three remaining social identity groups: Jewish American (Jason to meet), Gender Equity (Abby to meet), Muslim American (Jason to meet)
- Propose a round 2 meeting to present notes/findings/research/data collected for feedback and further discussion through the lens of an AADPI section of the Resource Guide
- Draft proposal w/ recommendations to Jaime Nolan by Nov 2019
- Draft to H.R.S. and AAG’s office by late Jan/early Feb 2020
- Go live by Spring 2020