DEPARTMENT CHAIRS/DIRECTORS WORKSHOP: "FOSTERING AN INCLUSIVE UNIVERSITY"

• KELLY WARD, VICE PROVOST FOR FACULTY DEVELOPMENT AND RECOGNITION
• MARY JO GONZALES, VICE PRESIDENT OF STUDENT AFFAIRS
• MARIA "MASHA" GARTSTEIN, DIRECTOR OF ADVANCE | PROFESSOR, DEPARTMENT OF PSYCHOLOGY
• OBIE FORD III, CAMPUS DIRECTOR OF EQUITY AND DIVERSITY, VANCOUVER
• MATTHEWS AFIP, DIRECTOR | GENDER, IDENTITY/EXPRESSION AND SEXUAL ORIENTATION RESOURCE CENTER

MARCH 21, 2018 "CHAIRS AND DIRECTORS SERIES"

WSU STRATEGIC PLAN

GOAL 4: EQUITY AND DIVERSITY

PROMOTE AN ETHICAL AND SOCIALLY JUST SOCIETY THROUGH AN INTENTIONAL COMMITMENT TO INCLUSION, EQUITY AND DIVERSITY.

OBJECTIVES

• ENSURE EQUITABLE OPPORTUNITIES AND OUTCOMES FOR ALL STUDENT POPULATIONS, INCLUDING EQUAL RETENTION AND GRADUATION RATES ACROSS DEMOGRAPHIC GROUPS.
• INFUSE EQUITY-MINDEDNESS THROUGHOUT THE FABRIC OF THE CAMPUS STRUCTURE AND CREATE CAPACITY TO WORK TOWARD EQUITY IN ALL ASPECTS OF CAMPUS ENDEAVORS.
• BUILD AND MAINTAIN A SAFE AND WELCOMING ENVIRONMENT FOR ALL STUDENTS AND EMPLOYEES.
STRATEGIES

- CLOSING THE GAP
- INCREASED CAPACITY FOR INSTITUTIONAL CHANGE
- CLIMATE

WHAT KINDS OF CONVERSATIONS ABOUT DIVERSITY, EQUITY AND INCLUSIONS ARE TAKING PLACE IN YOUR UNIT??

EVERYONE HAS A ROLE IN PROMOTING DIVERSITY, EQUITY AND INCLUSION
CAMPUS RESOURCES
Fostering a Community of Equity

presented by Obie Ford III, PhD
Campus Director of Equity and Diversity
Washington State University Vancouver

Activity: Who Are They?

- 80% of Tenured Positions in Higher Education
- 80% of College Presidents
- 80% of the House of Representatives
- 80 – 85% of U.S. Senate
- 92% of Forbes 400 executive CEO-level positions
- 90% of Public School Superintendents
- 99.9% of Athletic Team Owners
- 97.7% of U.S. Presidents

(Sue, 2013)
Office of Equity and Diversity at WSU
Vancouver

• Provides campus wide direction for Goal 4 of WSU
  Vancouver Strategic Plan to promote an ethical and
  socially just society through an intentional
  commitment to equity, diversity, and inclusion.
• Reports to the Chancellor and a member of the
  Chancellor’s Cabinet

Goal 4 Objectives

• Closing the opportunity gap to ensure equitable
  opportunities and outcomes for all student
  populations
• Increasing capacity for institutional change and
  working toward equity in all aspects of campus
  endeavors
• Providing a campus climate that is equitable,
  affirming, and hospitable for all students and
  employees

SPACE

• Cohesive and proactive framework through which we
  achieve our equity and diversity objectives:
  Support
  Partnership
  Assessment
  Communication
  Education
Strategies and Initiatives

• Assessing equity of outcomes across demographics (i.e., race, gender, income, accommodation needs, etc.)
• Students from underrepresented populations
• Employees from underrepresented populations
• Creating ongoing Professional Development for all campus employees: Building a Community of Equity (BaCE)
• Challenge status quo to dismantle systemic barriers that maintain power and privilege; and reproduces oppression
• Belonging and making equity-mindedness tangible

Activity: Framing and Institutionalizing Equity

• How do you define equity? Diversity? Inclusion?

Thank you!

Obie Ford III, PhD

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ADVANCE AT WSU

ADVANCE AT WSU represents a set of programs with a twofold core mission focused on:
- Instituting Transformation toward a more inclusive/faculty-friendly environment
- Supporting individual faculty members, which includes under-represented minority faculty in any discipline at WSU, along with women faculty in tenured-track positions in STEM fields

Advance programs at WSU began with an institutional transformation award: Excellence in Science and Engineering (EXCEL), from the National Science Foundation (NSF)
- Most successful Advance programs have been institutionalized, supported by the WSU Provost's Office

THE GENDER IDENTITY/EXPRESSION AND SEXUAL ORIENTATION RESOURCE CENTER (GIESORC)

- GIESORC strives to infuse LGBTQ+ perspectives into all areas of WSU.
- We work with faculty, staff, students, and community members to create thoughtful and inclusive communities.
MATTHEW'S PERSPECTIVES ON EQUITY & INCLUSION

- Education
- Apologizing/Humility
- Consult!
- Creating policies that help the most vulnerable

QUESTIONS, COMMENTS??

NEXT STEPS...