

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

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"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

Campus Culture & Climate

www.studentaffairs.wsu.edu/initiatives/campus-culture-climate

- [WSU Executive Policy 15](#)
- [Cultural Competency](#)
- [Cultural & Resource Centers](#)
- [Diverse Faculty & Staff](#)
- [Gender Inclusive and Trans* Support](#)



Fostering a Community of Equity

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

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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)

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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

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Activity: Framing and Institutionalizing Equity

- How do you define equity? Diversity? Inclusion?

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Thank you!

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