

Why

Nearly two years ago, the Equity, Diversity, and Inclusivity (EDI) Task Force was formed, charged with: advising faculty senate (FS) committees to help ensure that policy language is inclusive, working with student affairs to help develop a campus-wide EDI language, and collaborating with academic affairs to help prioritize university initiatives. While the task force has worked towards these charges, there is still more work to be done, and likely will be for the foreseeable future. Therefore, we propose that a more sustainable dedication to EDI could be accomplished by forming an EDI ad hoc committee.

What

The ad hoc committee can be an instrument for operationalizing findings from the upcoming Campus Climate Survey to be launched on Monday, March 29, 2021, and a forthcoming campus Equity Audit that is central to our new University Strategic Plan. This committee can view results to determine prioritization, brainstorm interventions, and propose potential action, in order to be a catalyst for change.

1. Apply an equity lens to the work of the Faculty Senate.
 - a. Consult with standing FS committees to ensure EDI lens is applied to policy creation.
 - b. Propose to FS Executive Committee charges that integrate EDI for the upcoming year and evaluate progress on a yearly basis.
 - c. Increase buy-in by faculty and staff to promote EDI.
 - d. Serve in a consulting role to support the implementation and awareness of EDI designation for courses.
2. Support and collaborate with the Office of Diversity and other offices in the University
 - a. Coordinate EDI efforts across student affairs, academic affairs, colleges
 - b. Review institutional data through equity lens (i.e., hiring, tenure, and promotion data, Faculty Senate representation, climate survey, teaching evaluation, etc.) and create action steps/charges for FS committees based on results.
3. Address issues of equity in Faculty Senate representation.

Who

Members of the ad hoc committee could be appointed by the Faculty Senate Executive Committee, or invited based on their interests and expertise. This shift can lead to less turn over, and more long-term dedication of members, to help significantly address EDI concerns. Also, this appointment process promotes more balanced representation across campus, to be sure multiple voices are heard. The current co-chairs of the EDI task force, Drs. Garza and Cadman, are willing to continue forward as members of the proposed ad hoc committee.

Institutional Alignment

Although EDI has been a priority for WSU for many years, a highly justified renewed emphasis on this work is at the forefront of our university's mission and strategic plan. The proposed

committee's goal would be to create a mechanism for holding the work of the Faculty Senate accountable to EDI initiatives, through regular critical evaluation of outcomes, and recalibration as necessary. Creating a more permanent committee would strengthen and highlight WSU commitment to institutional equity for all students, faculty, and staff so that they can all be successful.