

FS EDI Ad hoc Committee 2021-2022 End of the Year Report
May 13, 2022

Prepared by Azenett A. Garza Caballero, Chair
Submitted to: Faculty Senate Executive Committee

This was a busy year for the committee. We held 9 regular committee meetings, 2 extended workshop meetings, 4 additional meetings to meet with key individuals mentioned in the committee's charges, and 2 meetings with committees that requested to consult with us. A great amount of time was spent discussing how this committee could best determine priorities, brainstorm interventions, and propose potential action in order to be a catalyst for change. We had very involved and passionate committee members that care a great deal about helping WSU live up to its EDI goals. To this end, there were several areas of focus by the committee.

First, we discussed the EDI framework that we would use when evaluating policies. But there was also a discussion and concern regarding how even when there is a good policy in place part of the inequities that arise are more from how the policy itself is implemented differently across individuals and contexts. Therefore, we believe that a discussion of policy implementation is required in the campus wide community. For this purpose, we met with Provost Ravi Krovi, VP for EDI Adrienne Andrews, Jessica Oyler (HR) to discuss the initiatives they were considering or implementing and for us to discuss issues of concern and make recommendations. Discussions revolved around the job ad language used, marketing of job positions, search advocates, cohort vs. cluster hires, diversity points, financial incentives, WSU image, the interview process, mentorship, and evaluation of faculty. As part of the charge of evaluating policies and consulting with Faculty Senate Committees and other entities at WSU, we provided feedback to ARCC regarding their language in their policy and possible areas where there could be inequity and we met with Graduate Council and provided recommendations for their recruitment, application, and retention efforts of historically marginalized students. Second, we discussed strategies for the attraction, retention, and promotion of historically marginalized faculty and staff. Third, we reached out to VP of EDI Adrienne Andrews, to discuss ways in which this committee could be of support to her and her division. In particular, we focused on assisting and participating in the job descriptions of several new and key positions that will support EDI work, and being search committee members for several key important positions such as the *Executive Director for eHSI Initiatives*, *Chief Diversity Officer*, and *Executive Director for Equity in Access* (please see Section C below for a list of the committees and FS Ad-hoc EDI committee members participating in each committee). Finally, in the creation of the new President's EDI Advisory Council, President Mortensen reached out and asked if the Chair of this committee would also serve as the Inaugural Chair of this new Advisory Council. It was discussed the importance of this committee's representation in that committee in the future, therefore, it is one of the new recommended charges of this committee.

In this report, you will find that Section A includes the dates of the committee's meetings this year. Section B includes a list of the additional meetings we held. Section C includes a list of additional committees various committee members are participating in as representatives of this committee. Section D contains a list of this year's committee charges and a brief summary of how each charge was addressed. Section E contains a list of proposed revised charges for the Executive Committee to consider based on the work the committee did this year and what we

believe the path for this committee should be as we continue moving forward in this work. Appendix A contains attendance of committee members, the meeting agendas, limited notes, and action items from each meeting.

I would like to thank the amazing support provided by the administrative liaisons, Wendy Holliday and Brenda Kowaleski, they were integral members of the committee. In addition, I would like to thank for their passion, willingness to have the hard conversations, and commitment to EDI work the following committee members: Kathleen Paco Cadman, María del Mar González González, Ernesto Hernandez, Jr., Timothy Herzog, Wendy Fox Kirk, José Limas, and Andrea Garavito Martínez.

A. Monthly Committee Meetings Held during Academic Year 2021-2022 (Please see appendix for meeting agendas, limited meeting notes, and meeting attendance).

Aug. 11, 2021

Sep. 22, 2021

Oct. 6, 2021

Nov. 3, 2021

Dec. 1, 2021

Jan. 20, 2022

Feb. 17, 2022,

March 17, 2022

April 21, 2022 invited President Brad Mortensen and VP for EDI Adrienne Andrews to discuss new EDI Division.

B. Additional meetings held:

September 13, 2021 Azenett and Kathleen met with Enrique Romo to discuss eHSI initiatives.

September 20, 2021 Azenett and Kathleen met with Provost Ravi Krovi to discuss recruitment and retention of faculty.

September 21, 2021 Azenett and Kathleen met Vikki Deakin to discuss JEDI initiatives in the CSBS.

September 23, 2021 Azenett met with Jessica Oyler (HR) regarding Hiring and Retention of faculty and staff.

Feb. 15, 2022 – 3 to 5:30 p.m. Committee participated in workshop with Tia Brown McNair for EDI Framework for evaluating policies.

March 3 & 4, 2022 – Azenett met with Sarah Steimel (3rd) and Cora Neal and María del Mar Gonzalez Gonzalez met with the Graduate Council (4th) to discuss recommendations for recruitment and retention of historically marginalized students and barriers in the application process into WSU's various graduate programs.

April 14th, 2022 Committee participated in workshop with Adrienne Andrews for EDI Framework for evaluating policies.

**C. Additional committee memberships as representatives of the FS EDI Ad ho
Committee:**

Executive Director for eHSI Initiatives Hiring Committee

Committee members on search committee: Azenett A. Garza, María del Mar González, and Andrea Garavito Martínez

Chief Diversity Officer

Committee members on search committee: Timothy Herzog, María del Mar González and Ernesto Hernandez, Jr.

Executive Director for Equity in Access

Committee members on search committee: Andrea Garavito Martínez

President's EDI Advisory Council

Committee members on search committee: Azenett A. Garza Caballero.

Executive Director of Human Resources

Proposed Committee member for search committee: Wendy Fox-Kirk.

D. Senate Approved September 16, 2021

EXECUTIVE COMMITTEE CHARGES FOR 2021-2022

Kathleen Cadman (Fall 2021) and Azenett Garza (2021-2022) Co-Chairs
Cora Neal, Liaison

Equity, Diversity and Inclusion (EDI) Ad-Hoc Committee

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.

** Please see below each charge a brief summary of what was done to address each charge.*

- 1. Advise faculty senate committees as they ensure that the language of new or updated documents are inclusive, and as they review those documents to see how they may inadvertently impact particular communities in an adverse manner.**

Charges 1 & 8 seem to be the same charge. The committee communicated and discussed documents, language and potential inadvertent impact with ARCC and APAFT committees. In addition, discussed the inadvertent impact of current recruitment and admission policies and practices with the Graduate Council and made recommendations. In addition, the Committee arranged for 2 workshops with Tia McNair Brown and Adrienne Andrews to think about and develop an EDI Framework for the Committee to follow when evaluating policy and its implementation.

- 2. Connect with Academic Affairs and the Diversity Office to make recommendations about prioritization of University initiatives.**

The Committee met with Provost Ravi Krovi and VP Adrienne Andrews to discuss current initiatives and make recommendations of prioritization of initiatives.

- 3. Develop strategies and collaborate with the campus-wide community to meet the emerging Hispanic Serving Institution (HSI) goal.**

The Committee met with ED Enrique Romo to discuss the eHSI initiative in the Fall of 2021. During the Spring of 2021, the committee was involved in editing the job ad, and three of our Committee members are serving as search committee members.

- 4. Support and Increase awareness of inclusive teaching principles in collaboration with TLC and TLF.**

Although the Committee did reach out to the outgoing Chair of TLF, Colleen Packer and the incoming Chair of TLF, Nicola Corbin, the committee did not spend much time on this charge but would like to have the opportunity for greater collaboration in the upcoming Academic Year.

- 5. Develop strategies to attract and retain a diverse faculty and staff in collaboration with HR and SAC.**

The Committee met with Jessica Oyler (when she was ED of Human Resources) and

Provost Ravi Krovi to discuss strategies and initiatives of how to attract and retain diverse faculty and staff.

6. Determine the path forward for EDI committee for the long term.

This was a yearlong discussion that the committee members engaged in. Much of what was discussed revolved around the relationship between policy and practice. The committee is aware of the importance of policy but also notes how at times the variability in how policy is implemented impacts equitable outcomes of faculty, staff, and students. Therefore, we believe it is crucial that practice and implementation of policy should be evaluated in parallel with policy evaluation and development.

7. EDI will collaborate with GEIAC to create new Diversity Area Learning Outcomes (ALOs) which will be voted on by all approval bodies (i.e. Curriculum Committee, Faculty Senate Executive Committee, Faculty Senate) during Fall 2021. Once the new DV ALOs have been approved through Faculty Senate, GEIAC will create a process for facilitating courses as they transition from the old to new ALOs. (New)

We did contact both GEIAC and Curriculum Committee in regards to this charge but all EDI ALOs had already been approved by the Provost's Office, the Office of Diversity, the EDI Full Integration Team and Faculty Senate. Therefore, there was nothing else for us to do in terms of this charge.

8. Ensure that the language of new or updated documents are inclusive. Review those documents to see how they may inadvertently impact particular communities in an adverse manner. (Ongoing)

Please see comments under Charge #1.

E. Proposal of New and Revised Charges for 2022 - 2023

1. Consult and advise standing faculty senate committees to ensure EDI lens is applied to policy language and creation, review how the implementation of policies may inadvertently impact particular communities in an adverse manner, and evaluate progress on a yearly basis.
2. Review institutional data through equity lens (i.e., hiring, tenure, promotion, and retention data, climate survey, university audit, etc.) and create action steps or charges for Faculty Senate Committees based on results.
3. Collaborate with Academic Affairs and the Equity, Diversity and Inclusion (EDI) Division about prioritization of University Initiatives, initiatives for the recruitment, retention, and success of faculty from historically marginalized groups, assist in the coordination of EDI efforts across student affairs, academic affairs, and colleges (perhaps as liaisons in appropriate committees), assist with the buy-in by administration, faculty, and staff to promote EDI work, and with the dissemination of EDI efforts to the campus-wide community.
4. Consult on the adoption of inclusive language in job descriptions and interviewing, invited to serve on or advice on possible committee members for hiring committees for the EDI Division to ensure best EDI practices.
5. Collaborate with the Executive Director for emerging Hispanic Serving Initiatives (eHSI) and develop strategies with the campus-wide community to meet the eHSI designation.
6. Collaborate with Human Resources (HR) on the “Search Advocate” initiative and the development and implementation of additional strategies to attract and retain faculty from historically marginalized groups including but not limited to cluster hiring, referral incentives, writing of inclusive job descriptions/postings, improving the interview process to remove barriers to candidates.
7. Collaborate with Teaching Learning Forum (TLF) to ensure their faculty retention initiatives are inclusive of faculty from historically marginalized groups.
8. Support and Increase awareness of inclusive teaching principles in collaboration with TLC and TLF.
9. A member from the EDI Ad-hoc Committee will sit on the President’s Equity, Diversity, and Inclusion Advisory Council.
10. Determine the path forward for EDI committee for the long term.

Appendix A

FS EDI Ad Hoc Committee Meeting notes August 11, 2021

Members Present: Kathleen Cadman (excused), Ernesto Hernandez, Richard Price, Jose Limas, María del Mar Gonzalez, Tim Herzog (absent), Wendy Fox Kirk (excused), Keith Osai (absent), Tia Nero, Brenda Kowalewski (excused), Azenett Garza

1. Introductions
2. Note: FS needs to approve committee members and charges
3. Discussion of proposed charges & any additional suggestions

What * What appears highlighted are suggested changes to give to Executive Committee.
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.*
 1. *Consult with standing FS committees to ensure EDI lens is applied to policy creation.*
 2. *Propose to FS Executive Committee charges that integrate EDI for the upcoming year and evaluate progress on a yearly basis. * Ernesto's link*
 3. *Increase buy-in by **administration**, faculty, and staff to promote EDI.*
 - Maria del Mar - onboarding sensitive training for New Faculty
 - accessibility issues - (Family room) nursing/changing tables, gendered bathrooms need to be changed, physical accessibility, college audits
- 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 (EDI committee within each college) - liaisons*
 - b. *Review institutional data through equity lens (i.e., hiring, tenure, and promotion data, **retention**, Faculty Senate representation, climate survey, **university Audit**, teaching evaluation, etc.) and create action steps/charges for FS committees based on results.*
 - c. ***Collaborate and support the efforts of the Office of Diversity in the hiring and retention of faculty with the EDI lens.***

3. *Address issues of equity in Faculty Senate representation.*
4. Meeting times for upcoming year - will send out doodle poll to determine new meeting time.

Action items for Azenett:

- Need to add Wendy Holiday to list
- Inquire about Hemingway Vitality written by Bobbi VanGilder- do we still have funds for it? Look for RSPG application
- <https://www.aacu.org/events/2022-diversity-equity-and-student-success>
- The AAC&U Conference on Diversity, Equity, and Student Success focuses on building coalitions and breaking down institutional siloes to build more just and equitable campuses and communities. This conference includes opportunities to explore how educators are breaking down barriers and building coalitions to advance effective practices, identifying solutions to enduring challenges, and leading change for the common good.

This is the conference we would want to attend/apply for that we wanted to go to last year.

- Reach out to Adrienne about campus climate and audit and EDI efforts in hiring

FS EDI Ad Hoc Committee
September 22, 2021

Members Present: Kathleen Cadman, Ernesto Hernandez, Richard Price, Jose Limas, María del Mar Gonzalez, Tim Herzog, Wendy Fox Kirk (excused), Dan Pyle (excused), Tia Nero, Wendy Holliday, Brenda Kowalewski (excused), Azenett Garza

1. Introductions of all Members

a. Tia Nero - shared that she is leaving WSU. In discussion with Adrienne Andrews they discussed the possibility that this committee

2. Discussion of Charges

a. Sharing of Information Gathering

i. Enrique Romo - HSIs

ii. [Ravi Krovi](#) - Academic Affairs

iii. Wendy Holliday - Library Dean

iv. Pending: Jessica Oyler, Nicola Corbin, Cade Mansfield

3. Discussion of Focus and Organization

a. Embrace Consulting role - there is support for this idea.

b. Embrace Cheerleading/Education role - there is support for this idea as well.

i. Training and Grants

c. Evolve into EDI “Watchdogs” - there was concern about this idea and discussion that this is not the role of a FS committee that is more of a policy making body.

d. Other

4. Ranking of charges -

[Rankings](#)

5. Review of ARCC documents :

Action item: Committee will e-mail Azenett and Kathleen with feedback to send to ARCC regarding documents they sent

6. **Next Steps:** Action Items:

1. Everyone: Review AARC documents and email Azenett and Kathleen with comments/feedback

2. Azenett will email Laine and Ravi to find out whether Wendy Holliday can be an official Dean liaison
3. Contact GEIAC Chair to address Charge #7 - Kathleen and Richard expressed an interest and Kathleen has sent email to Rieneke.
4. Everyone brainstorm about the best way to get on the same page as a committee in terms of what we mean by EDI and brainstorm about a possible framework we can utilize for our consultation work.
5. Azenett will reach out to Jessica Oyler to find out about what is being done in terms of charge 5. Committee needs to brainstorm what data we need but also brainstorm strategies that we should utilize and how we standardize the process.

Next Meeting: *October 6th at 4 p.m.*

FS EDI Ad Hoc Committee
October 6, 2021

Members Present: Kathleen Cadman, Ernesto Hernandez, Richard Price, Jose Limas, María del Mar Gonzalez (excused - attended a few minutes), Tim Herzog (excused), Wendy Fox Kirk, Dan Pyle, Wendy Holliday (excused), Brenda Kowalewski, Cora Neal, Azenett Garza

1. Introduction of New Members if necessary
 1. Brief Summary of Discussion from last meeting
 2. Discussion of document revision (ARCC)
 - *Ernesto - accessibility*
 - *Tim - Diversity - measuring- needs to be discussed in the materials not just in the rubric, more intentional emphasis.*

2. Sharing of discussion with Jessica Oyler, Rienike (GEIAC)
 - a. *Jessica is open to all and any suggestions. Focus of next meeting will be discussion of some possibilities.*
 - b. *Charge #7 was already completed.*

3. Discussion of Charges and Assignment of Sub-Committees

-Communities of Practice - EDI or HSI Focus - Future

**We are in communication with Colleen Packer and perhaps it is something that we could do next year. Need to brainstorm about this.*

**Brenda suggested it needs to be infused in all Communities of Practice rather than one specifically focused on it.*

-Grant- training, speakers - Now-Future

**Brenda applied for HERS grant for training for faculty - Classroom specific for Faculty but may have other issues as well training. Will invite EDI Ad-hoc committee to take part in training. Here's the link: <https://acue.org/inclusive-teaching-practices-toolkit/>*

-HSI Liaison or Sub-committee

Spoke with Enrique. This is still in the works. He will get back to us on this.

-TLF/TLC Liaison or Sub-committee

**We reached out to Colleen and Nicola Corbin. Nicola is on sabbatical.*

Brenda mentioned - will be working on EDI issues in teaching and the classroom. Will have a survey out soon asking faculty about these issues.

Wendy mentioned - faculty are interested training for difficult conversations in the classroom, microaggressions, bias in the classroom.

Faculty recruitment/retention sub-committee- brainstorming/Sub-committee
- will send out document where we can write down ideas to be discussed in our next meeting.

4. Issue regarding Proctorio to discuss brought to us by [Wendy Holliday](#)

Equity issues are being raised with the use of Proctorio.

“Proctorio requires a quiet, windowless space with high speed internet, and many of our students don't have that. The library is trying to provide some rooms and tech that fit these needs, but this isn't a long term solution, and it also forces many students into a suboptimal and anxiety-provoking testing situation.”

Brief discussion revolving around:

- Can choose not to use the camera but prevents from opening other tabs.
- Create open book tests
- Distance students are having a lot of problems with proctorio
- In Chemistry - chegg - questions and answers are found online extremely quickly.
- Quizlet is another site that impacts as well
- Issue of balance between assessment

5. Can we schedule a longer workshop time to be on same page - need someone to be moderator (Wendy and/or Brenda?)

- Both will consider and we will have a discussion about this.

[Wendy Fox Kirk](#) - mentioned one approach can be helpful in our work.

Design approach - take the fundamentals of design. Instead of a chair, start with principles of something to sit on. Organization - design approach- helps identify barriers.

Tim Herzog- mentioned that Tim R's talk on doing stuff that helps students in general will usually help those that are more disadvantaged more.

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6. **Next Steps:** Action Items

- Meet with Wendy and Brenda to discuss workshop
 - Send doodle poll to find 3 hour period.
- ARCC response - done
- Brainstorming for attraction and retention of diverse faculty and staff

Next Meeting: November 3, 2021 at 4 p.m.

FS EDI Ad Hoc Committee
November 3, 2021
Meeting notes

Members Present: Kathleen Cadman, Ernesto Hernandez, Richard Price, Jose Limas, María del Mar Gonzalez, Tim Herzog , Wendy Fox Kirk (absent), Dan Pyle, Wendy Holliday, Brenda Kowalewski , Azenett Garza, Cora Neal (absent)

1. Share discussion with Wendy and Brenda regarding training.
 1. Tia McNair - “Equity talk to Equity Walk” holiday read
 2. January 13th presentations Tia McNair - maybe virtually

2. Discuss brainstorming about attraction and retention of faculty.
 - Need to edit document further
 - Invite Jessica to meeting and begin conversation

3. Proposed e-mail to send to the deans.

Hello to all of you amazing Deans,
We're reaching out on behalf of the university's Equity, Diversity, and Inclusion (EDI) ad-hoc committee, to see what EDI initiatives, committees, or projects you currently have within your college. By having a comprehensive view of EDI work across campus, we can better collaborate, and coordinate our efforts to uphold the university's strategic plan, and better serve everyone who is part of the Weber family (and beyond).

4. Should we present? Or apply?
[AAC&U Conference](#)

5. Have been invited by ARCC to attend meeting to discuss their documents (i.e., guidelines and rubric for grant applications). Who is able to attend besides Kathleen? It is on Nov. 12 at 2 p.m. to 3:30 p.m. [Zoom link to ARCC meeting](#)

6. Discussion of Communities of Practice & Canvas Sandbox

7. Who is interested in acting Co-Chair for Spring 2022?

8. Next meeting: **December 1, 2021 - Kathleen's birthday around. 3:30 to 5 p.m.**

9. Action Items:

- Azenett - Schedule meeting for Face to Face meeting for Dec. 1st - maybe union building
- Kathleen - e-mail deans, ask Tim to join for ARCC meeting

Notes from chat:

Ernesto- HR needs to be held accountable to this work as well

Joe - I like the idea of getting all of us on the same page with the language we are using to have these discussions with our departments and HR representation

- Adrienne - And it makes her carry a load that is insane
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Coursera link: <https://www.coursera.org/learn/diversity-and-inclusion-for-hr-professionals>

FS EDI Ad Hoc Committee

December 1, 2021

Members Present: Kathleen Cadman, Ernesto Hernandez, Richard Price (absent), Jose Limas(excused) , María del Mar Gonzalez, Tim Herzog , Wendy Fox Kirk (excused), Dan Pyle, Wendy Holliday, Brenda Kowalewski , Azenett Garza, Cora Neal

1. Update on Tia McNair
 1. Everyone should have received “Equity Talk to Equity Walk”
 2. Meeting with Tia on December 13th - What do we want to be our request for Tia McNair for February
 3. Her presentation is January 13th
 4. Her Zoom meeting with us will be February 15th

2. Responses from [Deans in terms of EDI initiatives](#)

3. Meeting with Ravi, Adrienne, and Jessica regarding attraction, retention, & hiring of diverse faculty on December 13th.

What are talking points you wish us to share?

Anyone else wants to attend?

 - HR Training (Kathleen shared link about EDI for HRI)
 - HR should have the playbook and our guide, search advocates - is really slow, diversity points pushed by HR instead of
 - Why are diversity points not mandatory? Is it because it is department specific? Language - EDI statement- not assuming
 - Recruiting (Ravi is investigating the cost for recruitment in job boards that are geared towards faculty that are diverse faculty), language, & Retention
 -
 - Pot of money for opportunity hires (Provost has this \$)

4. ARCC wants us to provide definition of diversity

5. Should we present? Or apply?
[AAC&U Conference](#)

6. Who is interested in acting Co-Chair for Spring 2022?

7. Next meeting and time? doodle

1. Action items:

FS EDI Ad Hoc Committee

Meeting notes January 20, 2022

Members Present: Ernesto Hernandez, Richard Price (excused), Jose Limas (excused) , María del Mar Gonzalez, Tim Herzog , Wendy Fox Kirk, Andrea Garavito, Wendy Holliday (excused) , Brenda Kowalewski , Azenett Garza, Cora Neal (excused)

January 20, 2022

1. Happy New Year!
2. Update on Tia McNair
 1. Who attended her presentations on Jan. 13th? Thoughts? Take aways.
 2. Everyone needs to read “Equity Talk to Equity Walk” before our meeting with Tia.
 3. Should discuss definitions among ourselves, possibly hold a meeting in 2 weeks for this. [Terms, Definitions and Key Language](#)
 4. Focus on our workshop on February 15th will be on “Framework for reviewing and addressing policy” and missed opportunities
 1. Request policy for Tenure and Promotion and practice for Family Leave
 2. Invite Nicola Corbin - TLF, Adrienne
- e. We had previously discussed getting us on the same page about language but we could do this today.
3. Update on meeting with Ravi, Adrienne, and Jessica regarding attraction, retention, & hiring of diverse faculty that took place on Dec. 13th
 - a. Discussion revolved around cluster hiring, Ads and ads language, Job advocates, Job postings, division of labor and sphere of influence discussion is pending.
 - b. We should discuss what is our role influencing hiring practices?
4. ARCC wants us to provide a definition of diversity
Diversity: psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist. (Glossary of Diversity, Equity, and Inclusion Terms)

5. Should we apply to attend?
[AAC&U Conference](#) 2022 Conference on Diversity, Equity, and Student Success -
March 17 - 19 in New Orleans.

6. Action items:

Next meeting: **February 17th at 9 a.m.**

FS EDI Ad Hoc Committee

February 17, 2022

Members Present: Ernesto Hernandez, Richard Price (excused), Jose Limas, María del Mar Gonzalez, Tim Herzog, Wendy Fox Kirk (excused), Andrea Garavito, Wendy Holliday (excused), Brenda Kowalewski, Azenett Garza, Cora Neal (excused)

1. Tia McNair Workshop
 1. Thoughts? - We didn't feel trained. We would like our guiding questions.
 2. Takeaways?

2. We have 2 months left - what are our goals for the remaining time.
 - Reach out to Nicole
 - Write report to FS
 - HSI position - follow-up- Teresa Martinez
 - How do we overlap with other committees?
 - Hiring and tenure

3. Action Items:

Next meeting: **March 17th at 9 a.m.**

FS EDI Ad Hoc Committee

March 17, 2022

Members Present: Ernesto Hernandez, Richard Price (excused), Jose Limas, María del Mar Gonzalez, Tim Herzog, Wendy Fox Kirk, Andrea Garavito, Wendy Holliday, Brenda Kowalewski, Azenett Garza, Cora Neal (excused)

1. Updates
 - a. President's Diversity Advisory Council - meeting with Brad about FS EDI Ad Hoc Committee being Chair of this EDI Council
 - b. Executive Director of HSI
 - c. Chief Diversity Officer
 - d. Graduate Council consultation

2. Suggest our focus moving forward is:
 - a. Connect with Academic Affairs and the Diversity Office to make recommendations about prioritization of University initiatives.

*“Connect with Academic Affairs and Vice President for Equity, Diversity, and Inclusion and President's Diversity Advisory Council to make recommendations about prioritization of University Initiatives and **coordinate/link** campus-wide EDI efforts and initiatives”*
 - b. Develop strategies to attract and retain a diverse faculty and staff in collaboration with Academic Affairs, HR and SAC.
 - c. Develop strategies and collaborate with the campus-wide community to meet the emerging Hispanic Serving Institution (HSI) goal.
 - d. Determine the path forward for EDI committee for the long term.

3. Action Items: Invite Adrienne to Apr 21, 2022 meeting
 - **figure out time to meet with Adrienne sometime before April 21st
 - *** schedule room for FtoF meeting for April 21st
 - **draft email to Norm Tarbox about HR position- get Wendy's and committees feedback
 - ** create draft of new proposed charges
 - **request Qs for Brad for tomorrowHigh administrative positions procedural Qs- appointment
***find out if job posting has been shared with Hispanic Chamber of Commerce

Next meeting: **April 21st at 9 a.m.**

FS EDI Ad Hoc Committee

April 21st, 2022

Members Present: Ernesto Hernandez, Richard Price, Jose Limas, María del Mar Gonzalez, Tim Herzog, Wendy Fox Kirk (excused), Andrea Garavito, Wendy Holliday, Brenda Kowalewski, Azenett Garza, Cora Neal

Guests: Brad Mortensen and Adrienne Andrews

April 21st, 2022

1. Updates
 - a. President's Diversity Advisory Council - first meeting will be April 25th.
 - b. Executive Director of HSI- paper screening will be completed on April 22nd and will be Zoom interviewing first week of May
 - c. Chief Diversity Officer - Ernesto & Tim updates?
 - d. Executive Director for Equity in Access - feedback on job posting, not sure of next steps.
 - e. HR Executive Director - hopefully will hear back from [Norm Tarbox](#).
 - f. Next year's committee assignments have been sent - Wendy Holliday can we request you as Ex-Officio member again?

Wendy Holliday said yes to requesting being an Ex-Officio member.

2. Discussion with Brad Mortensen and Adrienne Andrews about the new EDI Division and structure - organizational chart.

Background:

President Thompson tenure - Forrest Crawford was Special Assistant to the Prez with one course reduction and attended FS meetings.

Overtime SA began engaging more - mostly in Diversity areas. Center for Multicultural Excellence and Center for Diversity and Unity all went through different iterations - a lot of this student driven. Diversity requirement - driven by students to make it a requirement. Then, overtime shifts of leadership and then efforts ebb and flowed. About 17 years when [Adrienne Andrews](#) arrived in there was new emphasis and focus. As [Brad Mortensen](#) this became magnified. Adrienne became Chief Diversity Officer but not all areas that Adrienne was asked about were another division. So, created new Division. Moved CME, LGBT Resource Center, Women's Center - dual report EDI & Student Affairs, Victim Assistance still SA, Gender Equity still under new division.

SA - so we don't do EDI anymore? Not the case.

Just aligning, EDI needs to have a dotted line to every center & initiative.

Trying to align everything with strategic plan - having intentional partnerships and collaborations.

Amy Vidmar - new Adrienne assistant.

- Trying to get list of resources together.
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Adrienne needs to get full team together.

Cultural Center Space up and running.

Blaylock requests specific Black Cultural Center - struggle doing only that because of the multiple cultural spaces for multiple student needs.

Adrienne is trying to figure out how to meet all student needs.

Tim asked about these dotted lines and how it will be implemented with HR Director position - specifically interested in the Search Advocates.

Adrienne discussed - how it is a priority although there has been some setbacks with different people leaving in important positions.

Norm has heard concern about the insufficient transparency in the HR position.

Andrea's questions: as the division is being formed, it is important that it not be fragmented as before. She believes the more centers the better. Student affairs but also research center - department, student groups, and research groups.

We could become a hub for Research about Latinos/Hispanics, etc.

Chief Diversity Officer but be more specific on who is the liaison for faculty issues vs student issues.

Who is the person that meets with students vs. faculty?

Microaggressions, teaching and discussion that will come up.

What's the structure for EDI training and supporting TLF, best practices, pedagogy, service within departments, and colleges.

Maria del Mar- Multidisciplinary research center..

As we are becoming eHSI - we should not be housing within other departments where they are not fully supported or get lost within other issues.

Adrienne- trying to see how everyone has a role in EDI

JEDI center for research - have had proposals for this that have been rejected.

Taylor Knuth had started.

Brenda- how do we support research that focuses on EDI issues?

There are discussions revolving around all of this.

Andrea - within this research center - we could have faculty do training that teaches the community how to work and do research with Latino/Chicano communities.

Brad - could look at SPARC model and what they have done.
SUS designation and CCEL is another model
Hispanic/Chicano center needs to figure out where the reporting goes.

Adrienne- everyone wants an affinity group but everyone wanted Adrienne to run it. But affinity groups need to do the work to support it and grow it.

Tim - but isn't that problematic, asking people that already doing a lot to do more.

Adrienne - a lot of questions about how \$ is being allocated.

Joe - not enough communication across groups.
Voluntold a lot, it is part of the job, where is the balance? Yes, we need to be involved, It is going to be part of the job requirement soon for everyone.

Maria del Mar and Andrea - COVID hires. Hear a lot about initiatives but not aware of everything that is happening.

Brenda- Interdisciplinary collaborations with OSP.
This could be first opportunity to do this.

Wendy - a lot that can be done with Academic Affairs.
Good portion of HR processes are in Academic Affairs nto governed by HR.
Compensation, search processes, reviews, awards...
Shared governance. Don't ignore HR hire.

Jose -
Salary is Ravi
Points - push to influence
What you give preference too
Spousal hires

3. Discussion of revised proposed charges for the committee for next year.

[Draft of Revised Charges for 2022-2023](#)

4. Discussion of Sabbatical Leave Practice.

5. Next committee meeting: will send out doodle poll

6. Action items: Complete End of Year Report for Faculty Senate Executive Committee
- due May 13th.

Brainstorming for Charge 5. Develop Strategies to attract and retain a diverse faculty and staff in collaboration with HR.

HR needs to more proactive and be more operationalized. Need more funding.

Process needs to move quicker.

HR says talk to Adrienne. Adrienne needs more people.- Brad

Which university is considered a success?

Cluster hires?

- Get data on retention of faculty going up for T & R
- Staff leaving sooner in the last 5 years.
- We don't always know why people leave.
- Invite Ravi
- Spousal accommodations
- Dean's involvement in this too

I. Write down your ideas below:

A. Job Add language and broad job postings (advertising)

Language is important, but the channels we use to recruit are much more important. There are specialist websites that aim to attract people from under-represented groups. We need to ensure that we build social networks with groups of people we would like to apply. Think about how people find out and apply for posts now. Often it is because the department chair or other important person has reached out through their networks to promote the job and working here at Weber.

We need actual and substantial support from folks who know how to do this when we craft our postings. We are mostly making it up as we go, but there are people in the world who do this for a living. Having Weber HR do this is not going to the group that has successfully done this in the past.

We also need external help in figuring out where to market for job searches. We have a bad track record at this so why are we looking internally for this kind of expertise.

Language should be tailored to specific field.

Ask for equity, diversity and inclusion statement

Aspirational statement

B. Diversity points

I think it is important to highlight this information in our recruitment ads. HSI status, First-Gen Student population, Non-Trad student population etc. Possibly include WSU Diversity and Inclusion statement within the job ad (See NSC ads)

Need to make sure that all hiring committees understand the importance of this- the search advocate program needs to be expanded dramatically to make sure that there are educated folks on every committee who have credibility.

C. Financial incentives

I think we also need to address compensation. Where can potential candidates find this info. You have to dig through the HR website to find that info (salary grades). What can we provide or cannot provide in this area? Other Universities are also listing a salary range for faculty compensation. We need to be consistent in this area.

Create flexibility for departments that identify diverse candidates so that they can increase salaries and provide other incentives. In a search, when I asked HR what support there was to hire a diverse candidate, they said that we should talk to Adrienne, which means that we don't have anything operationalized to support hiring of diverse candidates. Everything about HR is designed to make everything fair and not to provide the flexibility required to seize opportunities when they arise.

D. How to make Weber more attractive to diverse faculty

Currently, the campus ambience and images in Miller Administration building, and the Business School is very welcoming to White people. These signals tell others that WSU is not a place for them.

- Salaries need to be higher but not an easy thing to fix
- WSU entire website needs to highlight diverse faculty/staff/students. Not to be used as token but so it can be more visible
-

E. Website

I really like the look of Nevada State College employment page: <https://nsc.edu/human-resources/careers/> (happy to discuss this - Ernesto)

Home pages for each department

F. Interview Process

G. Mentorship

This needs to be managed with great care! Making assumptions such as, only black people can mentor black people is so common in organizations, and results in increased workload for the few black people in the organization. It also assumes that all black people share the same values, experiences etc. The research on improving the situation for women indicates that sponsorship is much more effective. This is where individuals in positions of power must select a potential leader (not another white male) to sponsor. It usually involves, close working with the candidate, and giving them high profile projects, with the necessary support and resources. You know, like ‘promising’ white men get all the time!!

H. Cluster vs. Cohort Hiring

Need flexibility with HR to be able to do things like this.

Need to work harder to foster community for faculty, regardless of identity. Trying to tailor belonging to a specific class is probably not going to be as effective as just making sure that everybody has lots of support for community building. More opportunities for faculty social connections and other community building events for junior faculty.

I. Other

The two big obstacles I see that we have no control over are, WSU’s brand, and Utah’s brand/culture.

We had a proposal approved by Faculty Senate that was designed to support diverse faculty. This was rejected at higher levels and by a small group of vocal faculty and deans. They did so without offering any kind of viable alternative other than to try and reduce the load on diverse faculty, but not really offering any example of how that could be done. This is currently back on the docket for APAFT- any ideas for how we could help APAFT with this??

Need to have built mechanisms for hiring partners if there is a diversity advantage. Some schools have extra budget set aside which is available should a diverse candidate become available, even if there isn’t a search open right then or to add on a position if a candidate comes up who doesn’t meet current need, but would increase diversity in a department. Need to have built mechanisms for hiring partners if there is a diversity benefit.

As far as I can tell, HR is a non player in helping us build diversity on campus. They offer almost no support for any of the key areas where we need support. We either need to adapt the culture and personnel of our HR division or we need to go outside. They are so focused on everything being fair and not paying anybody more than anybody else to try to avoid bad feelings that they aren’t actively supporting EDI which is now at the root of our strategic plan.

Cool website for HR

<https://nsc.edu/human-resources/careers/>

Information regarding EDI Initiatives from the Deans

Kristin Hadley - Education

We have a MCOE Justice and Equity Committee who are working on several things. The chair is Linnette Wong. The strategic plan goal areas they address are

1. Enact equity minded policies and practices
2. Increase the number of students who are from historically underserved groups and implement specific practices and policies to retain them.
3. Increase the number of faculty and staff who are from historically underserved groups and implement specific practices and policies to retain them.

The committee is working on specific implementation tasks for each of these areas. One thing we are doing is creating a cadre of student outreach mentors (Mentors for Outreach and Retention in Education - MORE) to help with recruiting (emphasis in local schools) and retention (emphasis on historically underserved groups).

Deborah Uman - Arts & Humanity

The Lindquist College of Arts & Humanities also convened a college-level EDI committee. We have similar goals to the school of education. We just reviewed and revised the form for Faculty Annual Reports, integrating EDI language into the form to make our values clear to faculty.

Other short -term plans include:

- developing inclusive hiring and retention practices for faculty and staff
- revising our college mission and vision
- planning our spring college meeting

That's it for now, but there will be more,

Julie Rich- CSBS

Here is an update on CSBS progress:

1. Dr. Vikki Deakin was selected as our Justice, Equity, Diversity, and Inclusion (JEDI) Coordinator for the college.
2. An Equity Task Force has been created. We have a representative from each department in the college.
3. Beginning spring semester 2022 we will be doing EDI training that will be supported by a private company [ej4](#) . Vikki has vetted this company and they have a library of training videos that we will be utilizing for an online training on EDI.
4. Departments that will be hiring are having discussions about inclusive hiring.

Wendy Holliday - Library

The main activity is a broad, year long equity audit to assess and revise our policies and established practices through an equity and justice lens. We hired library consultants to conduct training and applied practice sessions on three key areas of policy: post-pandemic library operations/building operations; collection development; and HR. The focus is on deep, systemic practices and assumptions that are often viewed as neutral but lead to disparate outcomes and experiences by historically excluded and marginalized people. Small groups are currently working on revised policies, which will then be reviewed and critiqued by the consultants and small peer groups. Each library department has also created a prioritized list of policies and practices to be analyzed and assessed in spring and summer 2022. The audit is an iterative process of identifying issues with our policies and practices, revision, and assessment. Our goal is to have a report of what we've learned, changed, and what we need to continue to work on by summer 2022.

Andrea Easter-Pilcher - COS

- 1) The COS created and included a DEI statement in our revised tenure document (formalized in the spring of 2021).
- 2) During COS strategic planning in the spring of 2021, the COS created and/or revised our four major strategic initiatives. One of the four strategic initiatives (all with associated goals) which came out of that 2021 strategic planning process is a new initiative:

Diversity, Equity, and Inclusion

Foster a culture of belonging. Recognize and be mindful of the challenges of others and create pathways/processes to overcome those challenges.

- 3) The College of Science will be sharing (with CSBS and EAST) in the costs for EDI training materials that are supported by the private company [ej4](#) mentioned by Julie Rich in her response to you. My Acting Associate Dean has vetted the materials (training videos) provided by ej4 and we plan on utilizing those videos for online training in the Spring of 2022.
- 4) We are working with departments to ensure that both faculty and staff hires are focused on equity, diversity, and inclusion.

David Ferro - EAST

- Shared Strategic plan, accompanying narrative and information regarding an award they received.

These can be found in our drive - EAST Diversity and Inclusion Strategic Plan, Narrative for Diversity, Equity and Inclusion Plan, and 2021 Bronze Recipients letters Congratulations Weber.

