

December 2020: Inclusion Action Items Updates

As the Fall 2020 Semester comes to an end the Whitman Community has worked hard at the action items laid out by the Inclusion Task Force earlier this year. We are excited to share the progress that has been made so far. Below are updates on the action items that began in Fall 2020.

Action Item: Provide opportunities for monthly cultural competency and wellness training, workshops, and readings for staff starting September 2020. This training will also be a space where staff can volunteer to lead sessions.

Update: September programming: Staff/Faculty P&P Discussion, Structural Racism in the workplace panel discussion, October programming: Microaggression wellness call for staff & faculty of marginalized identities, Walla Walla Impact Series Election preparation and wellness (2 sessions), Common Read Project (3 sessions), Safe Zone Training, Sexual Assault Virtual Summit, November programming: Walla Impact Series 3rd session on Self Care, Ableism Training, Native American Heritage Month speaker Rosalie Fish, Breaking the Closet Week- two LGBTQIA+ Q&A panels

Action Item: Beginning with the Fall 2020 admission cycle, we will develop and implement a recruitment strategy with the goal of reaching domestic Black student representation of 10% in each enrolled class within the next 5 years. We will measure this goal including multiracial and Hispanic students who identify as Black or African American. Achieving this goal would represent an approximately 5% increase from today's enrollments.

Update:

- 1) Two new partnerships have been formed, Chicago Scholars and Evergreen High School (Seattle, WA), additional collaborations are being explored in Southern California and Nevada.
- 2) Admission review subcommittee for domestic Black applicants, dates set for Early Decision 1, Early Decision 2, and Regular Decisions.
- 3) Details finalized for preferential packaging for domestic applicants who identify as Black or African American. These students will have 100% demonstrated need met.
- 4) Prospect search strategy adjusted to increase outreach to African-American prospects.

Action Item: Starting Fall 2020 require intergroup dialogue training for all campus leadership positions, teams and clubs.

Update: Student groups trained so far: summer fly-in leaders and participants, International orientation assistants and IC affiliated org leaders, mental health and wellness group, also hired and trained student Inclusion Fellow in IGD, who facilitated IGD student organization leader's session in November.

Action Item: Starting Fall 2020, offer monthly opportunities for intergroup dialogue for staff. Provide an intergroup dialogue retreat once a year and double the number of trained facilitators from 8 to 16 by Fall 2021 in order to continuously raise awareness across differences.

Update: Held a meeting for all IGD trainers to begin plans for IGD opportunities for staff/faculty/students. The group decided to offer two full IGD virtual workshops in spring semester, and one IGD trainer workshop.

Action Item: Starting Fall 2020, develop a weekly newsletter section in Whitman Today for the Vice President of Diversity and Inclusion to share programming, training, speakers, and enrichment opportunities.

Update: Section dedicated every Wednesday to DEI. Highlighted programming includes: Hispanic Heritage Month, updated the community on task force action item progress, introduced the Walla Walla Impact Series in preparation for the upcoming election, Sexual Violence on Campus virtual summit, Safe Zone Training, Self-Care and Counseling resources, Breaking the Closet LGBTQIA+ awareness week, Native American heritage month, resources available to students staying over break.

Action Item: Starting Fall 2020, create and maintain an internal campus climate webpage and provide regular updates regarding bias and racial incidents, which includes who is leading the process of investigation, insight on required education or sanction and the anticipated resolution time.

Update: A sub-committee of WIDE has been formed, language has been drafted and data points identified to be reported on the site. The committee is now working with the Director of Security, Institutional Research and Technology to streamline putting this information out to the community via myWhitman. This site is planned to launch in the Spring of 2021.

Action Item: Starting Fall 2020 develop a peer educator program focused on programming around wellness, inclusion and dialogue.

Update: A steering/advisory committee of the project that includes: students and staff have created a timeline and a mission, objectives, and job description for the peer educators. The job announcement has been finalized and the search for two educators will be launched in the Spring and the program will launch in the Fall 2021 with the staff hired this Spring.

Action Item: Administer a feasibility study that explores the development of a Black Studies Program. The findings should be completed and shared with the Cabinet and faculty leadership by the end of Spring 2021.

Update: A committee has been assembled to begin the feasibility study, this review will coincide with the financial sustainability review.

Action Item: Starting Fall 2020 the Development Office will establish and promote diversity, equity and inclusion as one of five core annual giving designation areas in The Whitman Fund. Allocated by the Office of Diversity and Inclusion, these funds will support student initiatives to positively impact BIPOC inclusion and belonging while promoting social justice, advocacy and anti-racist sentiments within the Whitman community.

Update: Two hundred twenty-eight (228) alumni and friends have provided since July 1 a total of \$45,000 in gifts and pledges for the new DEI designation area of The Whitman Fund. The gift total includes \$25,000 in Board of Trustee commitments that provided a matching challenge incentive for DEI donors during the "All in for Whitman" campaign culminating on October 6. Among donors to DEI, 20% did not make a gift last fiscal year.

Action Item: Starting Fall 2020, establish formal diversity resource networks for BIPOC, Hispanic/Latinx, Asian, and LGBTQIA+ that centers on dialogue, wellness, social support and professional development.

Update: The vision, purpose, outline and goals are being developed, working to reallocate funds for 3 stipend positions and a budget to execute the work.

Action Item: Starting Fall 2020, develop a formal faculty recruitment program with the 25 Historically Black Colleges and Universities with doctoral programs.

Update: Beginning to develop relationships with HBCUs with the plan of bringing visiting professor and non-tenure opportunities to these institutions, as tenure and other faculty position hiring is limited at this time.

Action Item: Develop ombudsperson resources for faculty by Spring 2021.

Update: Research is being done on internal and external solutions that will work for Whitman, recommendation will be made by January 1.

Action Item: Starting Fall 2020 host three town hall meetings per year for students to discuss the campus climate, share about progress made on diversity and inclusion initiatives and create the opportunity for students to ask questions and provide input on strategy.

Update: WIDE climate committee will be coordinating and organizing these sessions in addition to the myWhitman link with climate information. These meetings will begin Spring 2021.

Action Item: Develop faculty cultural competencies through the following actions starting Fall 2020: Institute an annual day of training for all faculty and staff that focuses on building skills around cultural competencies, difficult dialogue and inclusion. This training day will be developed with both faculty and staff consultation and create spaces to engage national leaders and elevate local expertise within our community.

Update: A sub-committee of WIDE has been formed and charged with coordinating and planning the annual day of training. A survey has been sent to faculty and staff to gauge interest and availability for the community learning day. Additionally, the subcommittee is working on contacting possible plenary speakers for this event.

Action Item: Implement an extended new faculty orientation that includes a year-long program to develop cultural competencies, learn skills for engaging in difficult conversations and explore intentional spaces to diversify classes and curriculum.

Update: Pilot programming has been done this Fall, that will be built upon during the Spring 2021 semester.

Action Item: Host yearly intergroup dialogue (IGD) and train the trainer retreats for all faculty leadership, department leaders, program directors, and faculty committee members, organized by the Office of Diversity and Inclusion, with the goal of having IGD integrated intentionally into a minimum of 10 courses by Fall 2021.

Update: Faculty already trained in IGD will be surveyed as to how they are integrating IGD into their classroom, a partnership with the Center for Teaching and Learning is being discussed to potentially bring in outside experts to teach workshops.

Action Item: Starting Fall 2020, ensure that the Staff Advisory Council is represented on the Budget Advisory Committee and Staff Fringe Benefits Committee.

Update: Action item is complete, members of the Staff Advisory Council are now represented on the Budget Advisory and Staff Fringe Benefits Committees.

Action Item: Starting Fall 2020, the Staff Advisory Council will develop and update an exhaustive list of staff leadership opportunities and create parameters to ensure equity in who is able to participate in leadership opportunities.

Update: Telara McCullough and the Staff Advisory Council are working on messaging to let all staff know of the opportunities available, as well as messaging to new employees. Updating the staff committee's website will be completed soon.

Action Item: Use self-reported data from the annual faculty activity reports regarding advising and mentoring students in diversity, equity, and inclusion matters to inform decisions regarding salary increases and periodic reviews. Encourage the Faculty Personnel Committee to take particular note of these data in their deliberations regarding contract renewal, tenure, and promotion. Action Lead: Office of the Provost.

Update: The data has been shared with the faculty personnel committee, next update will be in January when deliberations begin.

Action Item: Utilize the evolving work of the general education group to explore adding a second-semester first-year required course focused on race and ethnicity by Spring 2022.

Update: Faculty have been in general conversations about how to decolonize the curriculum within departments. This action item will also be addressed in the financial sustainability review process.

Action Item: Starting in Fall 2020, commit to diversity through the recruitment process by canceling any search that does not consistently maintain at least the racial and ethnic diversity of available BIPOC demographics with each discipline.

Update: Discussion is happening about the consistency in the process across all faculty positions, once it is known what positions we will be looking to hire HBCUs will be contacted, no searches are happening at this time.

Action Item: Starting Fall 2020 develop a system that allows all staff the flexibility to attend the student-sponsored Power & Privilege Symposium.

Update: HR is working on messaging to directors and managers about forward thinking for ways staff can participate if they would like too, will work with communications on language to use, once messaging is finalized it will come from different people to ensure support of staff attending, also on the radar is considerations for if the event is virtual verses in person and making sure people have what they need to be able to participate.

Following are the action items that are scheduled to start in the spring. The Office of Diversity and Inclusion has begun meeting with all of the leads of these action items.

- On a three-year rotation, administer department-level climate studies starting in the Spring of 2021.
- Starting Spring 2021 the college will commit to dedicating \$10,000 of the president's discretionary budget to staff personal and professional development. This fund will be utilized to supplement what is available within departments. Staff may submit and receive funds above the offerings of departments for training, programs and experiences that have the potential to create a campus-wide impact.
- Develop ombudsperson resources for staff by Spring 2021.
- Starting Spring 2021, develop a program that facilitates engagement around and across religious affiliations, for students, faculty and staff while elevating religious offerings throughout the Walla Walla Valley.
- Starting Spring 2021, develop an internal online communication platform and text messaging system that allows for campus-wide updates to be stored and held for future reference. This platform will provide insight into the decision-making process and make a direct correlation to the college's strategic priorities. When appropriate, include talking points that help staff understand and communicate the college's statements and decisions.

- Starting Spring 2021, develop a quarterly onboarding meeting and dialogue training for all new employees to ensure equitable onboarding exposure to campus leaders and provide a repository of campus, community and regional resources for all staff members, with a target date in June 2021 for the initial meeting.
- Starting Spring 2021, institute a peer review process for all supervisors utilizing BambooHR, the Human Resources online software. Using BambooHR, the supervisor's manager will seek generalized feedback from direct reports of the supervisor at regular intervals throughout the year. In Spring 2022, conduct a survey with staff, supervisor and manager input, to evaluate the effectiveness of this method, or the desire to explore other bi-directional performance management tools.