

## Inclusion Task Force Report Spring 2021

At the end of 2020, Whitman's Vice President for Diversity, Equity and Inclusion (DEI) resigned. President Murray was clear that the work of the Inclusion Task Force should not falter. While the college is embarking on a search for a new Vice President for DEI, President Murray asked the Vice President of Student Affairs to guide the work until a new DEI leader is identified. Working with Monica Chapman (DEI Executive Assistant), the work of the Inclusion Task Force has continued. Below you will find updates that build on the previous report and bring up to date what has been done and what is yet to be done. In this sense, the work of the Inclusion Task Force on the action items has never stopped. This, of course, is the Spring when we had the full campus return under COVID-19 restrictions. While there were and are limitations to what can be done, it is clear that community, continued engagement with Diversity, Equity and Inclusion and creating a sense of belonging is still very much needed and desired.

### Phase II Spring 2021 Action Items Rollout:

Action Item	Action Leads	Community Addressed	February Update
On a three-year rotation, administer department-level climate studies starting in the Spring of 2021.	Institutional Research	Faculty	Currently reaching out to LADO for templates used by other institutions. This tool will be built out during the Spring semester and will launch to departments beginning Fall 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.	Office of Diversity and Inclusion, Chief Financial Officer	Staff	Through the FSR process funds used for staff professional development by department have been identified. Those that did this research will be asked to be on a committee to create a process for applying and receiving these designated funds
Develop ombudsperson resources for staff by Spring 2021.	Office of Diversity and Inclusion, Human Resources	Staff	This action item has been paused until a new VP of D&I is in place

<p>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.</p>	<p>Office of Religious and Spiritual Life, Intercultural Center</p>	<p>Students</p>	<p>The Office of Religious and Spiritual Life has compiled a list of faith communities within a two-mile radius of Whitman's campus. The list intentionally includes under-represented worship communities even if they are located outside of the two-mile radius. <b>Consider:</b> This new series uses content and conversation platforms to address issues related to Spirituality and Religion. Timeline: Monthly in Feb., March, and April <b>Around The Table:</b> This new initiative aims to be a monthly publication from the RSL that will be primarily curated by the RSL Inclusion Fellow. Released in an online format, the publication will feature art, poetry and reflections submitted by members of the Whitman Community; a section dedicated to religious literacy upcoming and current events related to RSL on Whitman's campus, a reflection from the Chaplain, etc. Timeline: Monthly, Jan-April</p>
<p>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.</p>	<p>Office of Communications</p>	<p>Staff</p>	<p>Strategy meeting has taken place and options are being explored</p>

<p>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.</p>	<p>Human Resources</p>	<p>Staff</p>	<p>Last Fall, Human Resources convened with the Staff Advisory Council a couple of times to draft a proposal for a new staff employee orientation. The draft proposal includes five sessions that new staff employees will be invited to attend.  New staff employees will participate in these modules as a cohort, and emphasis will be placed on developing a sense of community among new staff employees.  In January, new staff employees hired in the past calendar year were invited to provide feedback to this draft proposal, and the proposal was favorably received. While recent staff hires were favorable about the proposal, they articulated the need for much more, and we are pleased that there is enthusiasm for developing orientation programming for staff employees, which they hope will require training and resources for hiring managers in regards to onboarding staff employees.</p>
<p>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.</p>	<p>Human Resources</p>	<p>Staff</p>	<p>Human Resources has determined how we can use BambooHR to provide period feedback that supervisors will receive from staff they supervise and in some cases, fellow peers. Following the performance review process this Spring, managers will be able to use BambooHR to solicit feedback for their staff who supervise from two of their supervisees as well as peers. Every quarter, managers will be able to solicit feedback from two additional supervisees or peers. Human Resources will be providing training for supervisors on how to use this tool and how to use the feedback.</p>

## Phase I Fall 2020 Action Items with Additional Progress Since December:

For individual progress on actions items up to December 2020 please see the following [report](#).

Action Item	Action Leads	Community Addressed	February Update
<p>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.</p>	<p>Office of Diversity and Inclusion</p>	<p>Staff</p>	<p><b>Jan. Programming:</b> MLK Day programs included Letter from Birmingham Jail, facilitated by Whitman Teaches the Movement, Peace Program performances; Quarientation programs: History of Whitman, FUBU Meet &amp; Greet; Unity Week programming included social media take over, a musical performance, Braver Angels: Depolarizing Within workshop, Global Perspectives: Advice and Reflections panel discussion, Pause: Reflection and Meditation exercise, Continuing the Conversation: Freedom and Faith <b>Feb. programming:</b>Black History Month: Past, Present and Future social media takeover and Black Lives Matter display with hand flag giveaway, P&amp;P Symposium and partner events (Theatre Reimagined, Algorithms of Oppression, Keynote Speaker Teju Cole, 19 Symposium sessions to choose from, We Can't be Illegal if We're Essential, Symposium Debrief-Continuing the Conversation)</p>
<p>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.</p>	<p>Admissions</p>	<p>Students</p>	<p>In finalizing admission decisions, domestic Black students were given special consideration through a subcommittee of the Admission Committee, which voted to offer admission to a record number of domestic Black students (more than 40% more than last year) and Financial Aid packages for all domestic Black students meet those students' full demonstrated need.</p>

Starting Fall 2020 require intergroup dialogue training for all campus leadership positions, teams and clubs.	Intercultural Center	Students	Now that we've introduced IGD (or similar dialogic methods) to active student leaders, the focus will turn to evaluating our work and process to develop a plan for new and returning leaders (both org leaders and student employees), many of whom will be elected, selected, or hired this spring semester.
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.	Intercultural Center	Staff	No IGD Retreat nor a Train the Trainer session will be held this Spring due to COVID. However, the training opportunities through LACRELA provide opportunities for staff/faculty to take part in learning sessions that will most likely include dialogic methods/activities that may be similar to IGD. LACRELA training Feb 17th Leading Productive Conversations About Racism had 8 participants from Whitman
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.	Office of Diversity and Inclusion	Students	Section dedicated every Wednesday to DEI. <u>Jan highlights includes:</u> MLK Day programming, Unity Week programming, P&P session call for applications, Black history month, P&P Keynote speaker, Food Pantry, Greek Life Recruitment, Around the Table Publication, Pause weekly event, <u>Feb highlights includes:</u> Black History Month, Power & Privilege Keynote and schedule announcements, Design Thinking Workshop opportunity
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.	Office of Diversity and Inclusion, Office of the Dean of Students	Students	Final Stakeholders meeting scheduled for February, meeting with security, institutional research, technology and communications planned for early March. Campus Climate survey will also be administered this Spring to students through LACRELA membership
Starting Fall 2020 develop a peer educator program focused on programming around wellness, inclusion and dialogue.	Office of the Dean of Students, ASWC	Students	Job description and reporting structure is being finalized so the position can be hired for this Spring with a start date of Fall 2021
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.	Chair of the Faculty	Faculty	The development of a Black and Indigenous studies program is in its initial stages as a potential growth area identified by the Academic Subgroup of the FSR

<p>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.</p>	<p>Development Office, Office of Diversity and Inclusion</p>	<p>Students</p>	<p>As of January 31, 2021, more than 320 alumni and friends have given \$80,961 for Diversity Equity &amp; Inclusion through The Whitman Fund. This fund paid for our WIDE Community Learning Day speakers and workshop facilitators Jan. 14-15 2021</p>
<p>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.</p>	<p>Office of the Provost, Office of Diversity and Inclusion</p>	<p>Faculty and Staff</p>	<p>On January 14-15th, 2021 a sub committee of WIDE planned a 2 day training for all Faculty &amp; Staff. The event was titled Community Learning Days. The event included an opening speaker, followed by an expert panel discussion, then into breakout sessions covering Disability, Invisible Labor and LGBTQIA+ Identities. The 2nd day included continued workshops on the 3 breakout areas followed by 2 reflection activities. One covering what was learned the other on how to move forward.</p>
<p>Starting Fall 2020, ensure that the Staff Advisory Council is represented on the Budget Advisory Committee and Staff Fringe Benefits Committee.</p>	<p>President's Office</p>	<p>Staff</p>	<p>complete</p>
<p>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.</p>	<p>Staff Advisory Council, President's Office</p>	<p>Staff</p>	<p>WSAC met mid February with all the new committee members. This action item has been added to the next meeting agenda for the end of February. Possibly putting together a sub committee for this work.</p>
<p>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.</p>	<p>Chair of the Faculty, General Studies Committee</p>	<p>Faculty</p>	<p>The general conversations about anti-racism and decolonization of the curriculum and the First-Year course are still ongoing</p>

Starting Fall 2020 develop a system that allows all staff the flexibility to attend the student-sponsored Power & Privilege Symposium.	Departmental leaders	Staff	President Murray emailed all staff on Feb 9th encouraging staff to attend and supervisors to help make it possible to clear calendars of other job responsibilities in order to create space to take part in symposium activities
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