January 31 Retreat

On Jan. 31, 2004, Work Groups met for the first time to set priorities for their work and to begin to identify strategies in support of creating an integrated and interdependent academic experience at EWU.

The notes below reflect the work of the Diversity & Perspectives on differences Work Group during the retreat. As part of the planning, participants from other Work Groups were asked to add comments and rate those strategies that were most important to EWU by placing “dots” on the strategies they liked. These additional comments are included in parentheses, along with the number of dots received.

Work Group Initiatives
1. Broad understanding of diversity
2. Greater diversity of faculty, staff and students
3. Full integration into EWU curriculum
4. Increased international perspectives and enrollment
5. Greater receptivity for diversity
6. EWU as a model of diversity

Overarching these themes is a goal of university commitment to funding the strategies.

Strategies in Support of Diversity

First Strategy:
Before the following initiatives can be pursued, it is important to develop new information collection procedures to more accurately reflect the self-perception of faculty, staff & students. The purposes of the information collection will be to:
- Provide appropriate support
- Tap into possible resources
- Build community
- Make information accessible to all

1. Broad Understanding of Diversity
   - Continue speaker series (such as Women’s Studies’ Noon Talks)
   - Continue Board of Trustee Diversity Grants
   - Use clear data to address a changed definition of diversity: change the self-reporting procedures to get more accurate numbers about diversity at EWU
   - The rationale for gathering data is to obtain information in order to provide support and resources for community building; make the data available to all

2. Greater Diversity of Faculty, Staff & Students
   - Develop comprehensive plan for recruitment and retention
   - Create a baseline data clearinghouse with accurate data [2 dots]
   - Establish target percentage goals
3. Full Integration into the Curriculum [5 dots]
   - Support curriculum integration projects (Women's Studies a good model)
   - Language study [1 dot]
   - Conduct an analysis of current curriculum
   - Examine service-learning opportunities

4. Increased International Perspective & Enrollment [2 dots]
   - Internationalizing university into a broader context
   - Student (and faculty) exchange programs [5 dots]
   - Organize existing international program [4 dots]

5. Greater Receptivity for Diversity [3 dots]
   - Comfort students
   - Use existing models such as Honors Program, Chicano Education Studies
   - More multi-cultural recruitment (integrate with Admissions)

6. EWU as a Model of Diversity [1 dot]
   - Service learning opportunities
   - Promoting into the community
   - Sponsor projects
   - Political advocacy with local, state & legislative officials