DIVERSITY AND PERSPECTIVES ON DIFFERENCES: SUMMARY REPORT

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The diversity and perspectives on differences committee is charged to identify objectives, strategies, and indicators of success as they relate to diversity for the purpose of augmenting the EWU mission of creating an integrated and interdependent academic experience. The committee developed the following objectives, strategies, and indicators of success to achieve this mission:

**Objective 1: Greater diversity of faculty, staff, & students at EWU**

**Strategies:** (1) Implement recommendations set forth by the President’s Cabinet Diversity Work Group of EWU (June 2003); (2) Senior administration to work closely with existing diversity and academic programs to support recruitment and retention initiatives; (3) Create avenues and incentives for EWU students to pursue career opportunities within diversity programs at EWU.

**Indicators of Success:** Increase the representation of diverse students at EWU to meet or exceed state percentage level of approximately 18% and above by fall 2008

**Objective 2: Full integration of diversity into curriculum at EWU**

**Strategies:** (1) Increase diversity course offerings for undergraduate students (general education) and enhance program options (such as minors/diversity major); (2) Identify programs/courses in need of expansion and inclusion in the general education requirements; (3) Transform senior capstone courses that provide extensive review and assessment of diversity knowledge and content; (4) Increase participation in language study to national norms.

**Indicators of Success:** (1) 30% of general education course requirements to include diversity-related content specifically in the areas English, Social Sciences, and Humanities/Fine Arts by fall 2006; (2) 30% of senior capstone courses to be reflective of diversity-related content using assessment tools to determine level of competency by fall 2006; (3) 20% increase of students participating in language study programs by fall 2006

**Objective 3: Increase international perspective and enrollment of international students as well as participation in study abroad programs at EWU.**

**Strategies:** (1) Increase number and diversity of international exchange programs for faculty and students; (2) Seek extramural funding to support international exchange programs (e.g. federal grants, private foundations).

**Indicators of Success:** (1) 30% increase of international exchange and study abroad programs made available for faculty and students by fall 2006; (2) 20% increase of international student representation by fall 2008.

**Objective 4: EWU as a model of diversity**

**Strategies:** (1) Establish Center for Campus Diversity that will serve as a campus resource for training and professional development as well as a coordinating center for initiatives and interventions as they relate to diversity; (2) Increase incentives, rewards and recognition for activities that will enhance a campus climate that values and utilizes diversity in student learning.

**Indicators of Success:** (1) Have Center for Campus Diversity established by fall 2008.