TO: Dr. Brian Levin-Stankevich, Provost and Vice President for Academic Affairs

FROM: Dr. Raphael Guillory, Assistant Professor, CEDP

DATE: April 1, 2004

SUBJECT: Diversity and Perspectives on Differences Committee Draft Report

Committee Members: Chair: Raphael Guillory, Beth Burford, Wayne Kraft, Nicholas Peyton, Earl Gibbons, Nancy Birch

Diversity Preamble:
Eastern Washington University seeks to create a welcoming campus climate and promote action toward a university community that is more inclusive, respectful, supportive and celebrative of diversity. This involves the active support of EWU constituencies to back campus climate programming to facilitate campus-wide involvement in diversity outcomes assessment, including faculty development and support of diversity initiatives and interventions that focus on ethnicity, gender, socio-economic status, disability, language and spiritual differences.

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

Strategies:
• Implement recommendations set forth by the President’s Cabinet Diversity Work Group of EWU on hiring policies and practices to increase representation of diverse faculty and staff (June 2003).
• The offices of the President and Provost, and the Office of Student Affairs to work closely with existing diversity EWU programs and academic programs to support recruitment and retention initiatives.
• 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

Statistical breakdown of state racial/ethnic groups as compared to EWU:

State of Washington:

- African Americans 3.2%
- Native Americans 1.6%
- Hispanic or Latino 7.5%
- Asian Pacific Americans 5.5%

Total 17.8%*
*Source: U.S. Census Bureau – Census 2000

**Eastern Washington University Students:**

- African Americans 2.0%
- Native Americans 2.1%
- Hispanic or Latino 3.6%
- Asian Pacific Americans 2.4%

**Total** 10.1%

*Source: Institutional research and academic personnel offices of EWU. Data does not include those individuals who reported *other, unknown, and multiple races.*

- 30% increase among EWU recruitment personnel (i.e. eagle ambassadors, recruitment coordinators admission counselors, alumni personnel) by fall 2006.

**Objective 2**

- Full integration of diversity into curriculum at EWU

**Strategies:**

- Increase cultural and gender diversity course offerings for undergraduate students (general education) and enhance program options (such as minors/diversity major) for students who want to pursue this area of study in greater depth.
- Identify programs/courses in need of expansion and inclusion in the general education requirements.
- Transform senior capstone courses that provide extensive review and assessment of diversity knowledge and content.
- Increase participation in language study to national norms.
  - Language study national norms statistics to be provided by Dr. Wayne Kraft

**Indicators of Success:**

- 30% of general education course requirements to be reflective of diversity-related content specifically in the areas English, Social Sciences, Humanities/Fine Arts by fall 2006
- 30% of senior capstone courses to be reflective of diversity-related content using assessment tools to determine level of competency by fall 2006.
- 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:
- Increase number and diversity of international exchange programs for faculty and students
- Seek extramural funding to support international exchange programs (e.g. federal grants, private foundations).

Indicators of Success:
- 30% increase of international exchange and study abroad programs made available for faculty and students by fall 2006.
- 20 % increase of international student representation by fall 2008

Objective 4
- EWU as a model of diversity

Strategies:
- 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.
- Increase incentives, rewards and recognition for activities that will enhance a campus climate that values and utilizes diversity in student learning

Indicators of Success:
- Have Center for Campus Diversity established by fall 2008.