MOVING DIVERSITY FORWARD
AT EASTERN WASHINGTON UNIVERSITY

APPENDIX:
RESPONSES TO
ACTION WORK SESSION IDEAS
APPENDIX: Responses to Action Work Session Ideas

Source: Issue #1 – Student Issues

Source: Issue #2 – Student Issues
APPENDIX: Responses to Action Work Session Ideas

ETHNIC MINORITY STUDENTS PERCEIVE ADMINISTRATIVE DECISIONS TO BE ARBITRARY AND INCONSISTENT

- Provide more information on diversity to administration
- Involve students in decision-making
- Provide diversity training campus-wide
- Encourage more activities between and among groups
- Student “policing” committee to assess administrative decisions
- Create a university diversity statement aligned with mission
- Change the campus climate

Source: Issue #3 – Student Issues

THE UNIVERSITY, STUDENTS AND CAMPUS ORGANIZATIONS NEED TO SUPPORT DIVERSITY PROJECTS STAGED ON CAMPUS THROUGH ATTENDANCE AS WELL AS MARKETING AND FUNDING

- Reach out to diverse populations for candidates for leadership
- Improve communication to diverse groups
- Attend diversity club events/meetings and track attendance

Source: Issue #4 – Student Issues – ASEWU Initiatives

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THE UNIVERSITY, STUDENTS AND CAMPUS ORGANIZATIONS NEED TO SUPPORT DIVERSITY PROJECTS STAGED ON CAMPUS THROUGH ATTENDANCE AS WELL AS MARKETING AND FUNDING

FACULTY INITIATIVES

1. Encourage student attendance at diversity events, extra credits
2. Create a marketing strategy packet to get student participation
3. Promote the importance of student involvement
4. Announce or let students announce events in class

Source: Issue #4 – Student Issues – Faculty Initiatives

THE UNIVERSITY, STUDENTS AND CAMPUS ORGANIZATIONS NEED TO SUPPORT DIVERSITY PROJECTS STAGED ON CAMPUS THROUGH ATTENDANCE AS WELL AS MARKETING AND FUNDING

FUNDING INITIATIVES

1. Make BOT grants more accessible to students
2. Conduct forums on grant writing
3. Budget more funding for diversity grants and programs
4. Offer diversity-related strategic planning grants
5. Fully fund a diversity staff person
6. Encourage and support a fundraiser coordinator for student clubs
7. Improve communications of funding opportunities
8. Co-Sponsor diversity events with Eagle Entertainment

Source: Issue #4 – Student Issues - Funding Initiatives
DIVERSITY EDUCATION IS NEEDED AT EWU TO BETTER UNDERSTAND THE BARRIERS UNDERMINING DIVERSITY AT EWU

1. Re-structure general education classes, have HR offer classes
2. Supplemental funding for recruitment/hiring of diverse faculty
3. Conduct more campus dialogues and EEO discussions

Source: Issue #5 – Student Issues – Diversity Education on Campus

DIVERSITY EDUCATION IS NEEDED AT EWU TO BETTER UNDERSTAND THE BARRIERS UNDERMINING DIVERSITY AT EWU

1. Provide publications to larger community
2. Educate larger community on diversity
3. More involvement with community organizations

Source: Issue #5 – Student Issues – Diversity Education in Larger Community
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STUDENTS PERCEIVE THAT EWU FACULTY NEED SUPPORT IN LEARNING ABOUT DIVERSITY

Source: Issue #6 – Student Issues

STUDENT RECRUITMENT AT EWU FACES MANY CHALLENGES INCLUDING EWU BEING A PREDOMINANTLY WHITE INSTITUTION AND THE PERCEPTION OF THE REGION'S ASSOCIATION WITH WHITE SUPREMACIST GROUPS

Source: Issue #7 – Student Issues
ETHNIC MINORITY STUDENTS NEED TO FEEL WELCOMED, AT HOME AND SUPPORTED BY UNIVERSITY OFFICES AND DEPARTMENTS BEYOND THEIR ETHNIC STUDIES PROGRAM

Source: Issue #8 – Student Issues

THE NEEDS OF INTERNATIONAL STUDENTS NEED TO BE ADDRESSED. MANY INTERNATIONAL STUDENTS ARE EMPLOYED IN DINING SERVICES, RATHER THAN GENERAL ACADEMIC DEPARTMENTS AND OFFICES

Source: Issue #9 – Student Issues
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Source: Issue #10 – Student Issues – Funding Initiatives

Source: Issue #10 – Student Issues - ASEWU Funding Initiatives
THE UNIVERSITY, INCLUDING ASEWU, NEEDS TO DEMONSTRATE BETTER FUNDING AND SUPPORT OF ETHNIC STUDENT ORGANIZATIONS THAT ARE ACTIVELY INVOLVED IN PROMOTING DIVERSITY

A BETTER CONNECTION IS NEEDED BETWEEN THE STUDENTS, THE BOT, AND FACULTY BOARDS IN ORDER TO SEE DIVERSITY HAPPEN AT EWU
Source: Issue #12 – Student Issues

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To address the lack of motivation among students who want to see change but feel they lack the knowledge of how to go about creating change, the following strategies were proposed:

- Publish more university policies/student friendly
- Assign additional personnel to meet with student groups
- Develop an on-line question and answer forum

Source: Issue #13 – Student Issues

Ethnic minority students voice the need for more ethnic minority professionals, including faculty, on campus. The following strategies were proposed:

- Recruit more minority professors to teach a wide variety of classes
- Visiting faculty that is diverse
- Retain diverse/ethnic faculty
- Identify and honor diversity already on campus
- Reward departments that hire minority faculty
- Develop a creative recruitment strategy

Source: Issue #14 – Student Issues
ETHNIC MINORITY STUDENTS VOICE THE NEED FOR MORE ETHNIC MINORITY PROFESSIONALS, INCLUDING FACULTY, ON CAMPUS

Source: Issue #15 – Student Issues
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Source: Issue #1 – Group One – Faculty and Staff Issues

Source: Issue #1 – Group Two – Faculty and Staff Issues
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NEED FOR MORE FACULTY/STAFF OF COLOR AT EWU

Establish a faculty/staff mentorship program
Provide means for current faculty/staff of color to further education
Measurable college/division goals for faculty/staff recruitment
Use current faculty/staff of color in recruitment activity
Encourage search committees to promote diversity

Source: Issue #1 – Group Three – Faculty and Staff Issues

NEED FOR MORE FACULTY OF COLOR AT EWU

Attend faculty recruiting conventions, promote diversity importance
Faculty recruiting missions, travel to other universities
Required attendance quota for diversity-related activities/tenure

Source: Issue #1 – Group Four – Faculty and Staff Issues
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**COLLEGES NEED TO SUPPORT FACULTY/STAFF THAT ADVANCE CULTURAL DIVERSITY**

- Incorporate diversity as part of college plan/faculty plans: 10
- Establish college and division diversity committees: 4
- Include diversity information in faculty/staff handbooks: 2
- Provide faculty/staff funding for professional development/diversity: 1
- Support diversity events by colleges sponsoring faculty/staff attendance: 1

Source: Issue #2 – Faculty and Staff Issues

**STRONGER BRIDGES ARE NEEDED AMONG GROUPS REPRESENTING ALL ASPECTS OF DIVERSITY**

- Include extra credit opportunities in syllabi for diversity attendance: 8
- Encourage joint activities by all student organizations: 4
- Encourage members of clubs to attend meetings of other clubs: 1

Source: Issue #3 – Faculty and Staff Issues
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Source: Issue #4 – Faculty and Staff Issues

Source: Issue #5 – Faculty and Staff Issues
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**COMMUNICATE MORE EFFECTIVELY ABOUT AND MAKE BETTER USE OF IN-HOUSE DIVERSITY EXPERTS**

- Opportunities for students to be recognized, get credit for expert role: 3
- Students need automatic e-mail accounts: 2.5
- Office of Diversity would create a database of diversity experts: 2
- Research, compile, display and publicize history of diversity progress: 1
- Staff members need time and recognition in job evaluation: 0.5

Source: Issue #6 – Faculty and Staff Issues

**FACULTY/STAFF NEED TO BE COURAGEOUS IN SUPPORTING INITIATIVES AND PROGRAMMING DESIRED BY STUDENTS**

- Start at the top. Administration needs to say, believe, and act it: 10
- Review and streamline university policies and procedures: 2
- Build support through the campus for diverse programming: 1
- Support the students initiative and programming/faculty mentor: 0
- Have professors post announcements on blackboard/diversity events: 0

Source: Issue #7 – Faculty and Staff Issues
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**FACULTY/STAFF NEED TO IMPROVE SUPPORT OF DIVERSE NEEDS OF EACH STUDENT**

- Make it a requirement for faculty/staff to attend student diversity events
- Organize a series of diversity workshops for faculty/staff to attend
- Highlight successes of faculty/staff that have supported diversity
- Identify and utilize the expertise of those on campus re: diversity
- Appreciate and understand various cultures and holidays

*Source: Issue #8 – Faculty and Staff Issues*

**MORE INFORMATION ON EXISTING DIVERSITY RELATED GROUPS AND SERVICES SHOULD BE MADE AVAILABLE FOR DIVERSE FACULTY/STAFF. ALSO MORE SUPPORT SHOULD BE ESTABLISHED**

- Convert diversity functions from volunteer to full-time positions
- Establish mentoring program, websites for students, faculty/staff
- Identification of campus support through a diversity office
- Housing survey of new students to gather information re: diversity
- Diversity office would organize a get together once a quarter

*Source: Issue #9 – Faculty and Staff Issues*
NEED FOR MORE FACULTY/STAFF ATTENDANCE AT ALL DIVERSITY EVENTS

Calendar that will allow people to post events
Build participation into faculty/staff reward system
Make participation a part of regular faculty/staff responsibilities
Target event advertisements to specific groups
Encourage faculty, staff to take leadership in organizing events

Source: Issue #10 – Faculty and Staff Issues
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NEED FOR DEGREES IN AFRICAN AMERICAN STUDIES, AMERICAN INDIAN STUDIES, AND CHICANO/LATINO STUDIES

Source: Issue #1 – Learning and Community Culture Issues

NEED FOR MORE COMMUNITY ORIENTED CLASSES THAT BLEND DIVERSITY SUBJECT AREAS FOR DIFFERENT DISCIPLINES

Source: Issue #2 – Learning and Community Culture Issues
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STRONGER BRIDGES NEEDED BETWEEN ALL GROUPS REPRESENTING DIVERSITY

Source: Issue #3 – Learning and Community Culture Issues

NEED TO ENHANCE THE PROTRAYAL OF DIVERSITY IN EWU’S MARKETING MATERIALS

Source: Issue #4 – Learning and Community Culture Issues
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NEED TO ADDRESS STEREOTYPING IN THE COMMUNITY
NEED TO DEVELOP DIVERSITY EDUCATION THAT IDENTIFIES BARRIERS AND WAYS TO OVERCOME THEM

Source: Issue #5 and #6 – Learning and Community Culture Issues

COURAGE SHOWN IN SUPPORTING INITIATIVES AND PROGRAMMING DESIRED BY STUDENTS

Source: Issue #7 – Learning and Community Culture Issues
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Source: Issue #8 – Learning and Community Culture Issues

Source: Issue #9 – Learning and Community Culture Issues
NEED TO PROMOTE DIVERSITY, NOT JUST DEMOGRAPHICS BUT IN OPINIONS AND BELIEFS

Source: Issue #10 – Learning and Community Culture Issues

DEVELOP STRATEGIES TO SUPPORT ECONOMIC DIVERSITY AT EWU

Source: Issue #11 – Learning and Community Culture Issues
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UNIVERSITY NEEDS TO BE MORE GLOBALLY RESPONSIVE FOR FINANCIALLY SUPPORTING DIVERSITY PROGRAMMING AVAILABLE TO THE ENTIRE COMMUNITY

Source: Issue #12 – Learning and Community Culture Issues

Source: Issue #13 – Learning and Community Culture Issues
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There needs to be diversity education for the entire community.

Source: Issue #14 – Learning and Community Culture Issues