On February 22, 2006 the President's Advisory Committee on Diversity convened the first in a series of action work sessions in response to the issues identified at the Diversity Hearing held on December 1, 2005. These action work sessions are designed to convene members of the campus community to develop specific action solutions that will enhance and advance diversity efforts at Eastern. The work session was coordinated by the President's Advisory Committee on Diversity, co-chaired by Terrance MacMullan and Rachel Maldonado, due to the illness of Dr. Carlos Maldonado, Chair. The Diversity Action Work Session was attended by Interim President Brian Levin-Stankevich and staff, and facilitated by Isuara Gallegos, Student; Dr. Mike Frumkin, Administrator; Bill Ponder, Administrator; Romeal Watson, Student; Carol McKinney, Staff; Terrance MacMullan, Faculty; Rachel Maldonado, Faculty. There were approximately 80 persons in attendance – students, faculty and staff- attended over the course of the two-hour work session.

Approximately one-half of the attendees completed a Diversity Action Work Session Assessment. The assessment consisted of six questions to evaluate the effectiveness of the action work session. Following is a synopsis of that assessment:
**Did you attend the Diversity Hearing in December 2005?**

Of the respondents, an almost equal number of persons had attended the Diversity Hearing as compared to those who had not. This is indicative of new people in attendance as well as individuals who remain interested in the EWU Diversity Initiative and are present as a follow-through of the Diversity Hearing held in December 2005.

**Did you find today’s process effective in creating strategies for change? Why or Why not?**

Participants in the Diversity Action Work Session were divided into nine groups composed equally of students, faculty, and administration and each given 20 minutes to discuss specific issues and to provide strategies for change.

Of the respondents, a majority felt that the process utilized of convening groups that were equally representative of students, faculty, and administration was conducive to discussion, provided insight into various issues from different perspectives, and was helpful to create objectives for each issue. “People felt free to brainstorm ideas without concern for their own narrow areas of knowledge/work…”, and “created many potential changes that can be made”.

The process encouraged the feeling that actions were being planned for implementation and also encouraged participants to be constructive and specific with regard to issues as well as practical in their discussions of solutions.
While others expressed the lack of knowledge related to resource (funding, positions, people) availability for follow-through on diversity issues at EWU to take positive action on campus and in the community.

Overall, the Diversity Action Work Session was applauded for being a good start that provided many great ideas for change and how to go about doing that.

**What worked best in today's process?**
Respondents reported that small groups of students, faculty, and administration was representative of team work and collaboration, clearly stated issues provided for good communications in table work groups, the ability to vote for priorities (issues) provided a means of prioritizing for the group, and the presence of action in the process provided a means of finding solutions to the specific issues.

**What would you change?**
The majority of respondents felt that more time was needed as groups began to “warm up” to conversation and had little time to complete their mission of attaching action items to the issues presented.

There were comments on the need for facilitators to be trained and that the facilitators should be representative of diversity.
The group as a whole felt that language change from “diversity” to “universal access” would transfer focus away from race as diversity, it was also felt that a change of focus away from “ethnic” would allow for the inclusion of broader issues of gender, age, disability, and sexual orientation.

In line with the need for more time, respondents felt that time was needed at the end of the meeting for an overview of the issues and discussion as a whole. The opportunity to vote/prioritize issues by placement of red, yellow, and green dots was positive in obtaining input from all participants.

And, of course, the ever-present need for “food” echoed from the bellies of hungry students who had attended directly from class.

**Today’s session focused on specific issues and problems. Did you understand the issues? If not, how could they have been presented more clearly?**

Issues presented were clearly understood.

**What are your expectations that today’s session will produce results at Eastern? Why?**

Expectations ranged from low to very high, with a whole lot of hope in between:

- Hope for new programs/groups
- Hope Eastern learns from and that we can move forward
- Hope to see many of these things put into action
- Hope that BOT and Administration take these ideas/strategies into consideration when making decisions and policies addressing these issues.
- Hope that a few of these issues will be immediately addressed
- Hope that changes do happen
- Call for a diversity mission statement
We welcome your comments on any aspect of diversity or on our process for change at Eastern: