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. A time table of the action work sessions is available on the diversity website. The work session was coordinated by the President’s Advisory Committee on Diversity, co-chaired by Terrance Macmullan and Rachel Moldonado, 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; (call Terry Macmullan for additional names). There were approximately 80 persons in attendance - students, faculty and staff-attended over the course of the two-hour work session.

The Diversity Action Work Session was a positive beginning to address the issues identified at the Diversity Hearing of December 1, 2005. Rachel Moldonado laid
out the ground rules of the work session and was successful in channeling people's thoughts to focus on action and solutions.

A total of fifteen issues were discussed by nine separate groups equally composed of students, faculty, administration. Following is a list of those fifteen issues and action items identified by the group.

ISSUE 1: Ethnic minority students perceive few opportunities for student involvement in the university's decision-making process.

Action Items:

1-1: Appropriate use of a student's major (academic department) would provide students with a “home base” for information pertaining to university activities.
1-2: With faculty assistance, this “home base” would allow for student driven initiated class announcements or committee positions available.
1-3: Education campaign of opportunities for student involvement on various committees; to include development of a packet of information on committees, to hold an educational forum.
1-4: To develop a specific outreach initiative to diverse/ethnic students.
1-5: To institute a system change whereby students are guided to their academic advisor sooner in their academic career.

ISSUE 2: Ethnic minority students feel that their concerns are not heard beyond the ethnic-specific program such as the Chicano Education Program and the African American Education Program.

Action Items:

2-1: “Safe” zone office where students can go to express concerns and be heard.
2-2: Increase of student positions on President's Diversity Committee.
2-3: Need more inclusive language to specifically target diverse population.
2-4: Strategize on how to involve all students
2-5: Paid student advocate position
2-6: Combine together ethnic groups at ASEWU
ISSUE 3: Ethnic minority students perceive administrative decisions impacting diversity as arbitrary and inconsistent.

Action Items:

3-1: Administration needs more thorough understanding of diversity and needs specific direction
3-2: Student involvement in decisions
3-3: University-wide diversity training
3-4: More involvement between student groups
3-5: Student “policing” administrative decisions
3-6: Need a EWU Diversity Mission Statement
3-7: Need to change climate on campus
3-8: Need a change of heart

ISSUE 4: The university, students, and campus organizations need to better support (attendance, funding, etc.) diversity projects staged on campus.

*This group has divided action items under three separate headings: A) ASEWU, B) Faculty, and C) Funding.

Action Items:

A. ASEWU
4-1a Improve Communications through effective use of media
4-2a Encourage outreach to diverse populations and groups to run for office and serve on committees
4-3a Attend diversity events and track attendance

B. Faculty
4-1b Encourage student attendance to diversity events
4-2b Create a marketing strategy packet to get student participation
4-3b To be made aware of the importance of student involvement
4-4b Announce or let a student announce events in class

C. Funding
4-1c Make BOT and Alumni Grants more accessible with possible training
4-2c University budgeting more money for BOT Grants and for Diversity Programs
4-3c Make Strategic Planning Grants more accessible
4-4c Have forums on grant writing and fundraising
4-5c Fully fund a diversity staff person
4-6c Assure that each group have a fundraising coordinator
4-7c Improve communications of funding opportunities
ISSUE 5: Diversity Education is needed at EWU to better understand the barriers undermining diversity at EWU.

*This group has divided action items into two separate headings; A) Diversity Education, and B) Larger Community

**Action Items**

A. Diversity Education
   5-1a: Reequipped GEC (HR) class. Training for Faculty/Staff
   5-2a: More supplemental funding for faculty recruitment and hiring of diverse faculty
   5-3a: More campus dialogues and EEO discussions.

B. Larger Community
   5-1b: Provide publications to the larger community, to other universities, and collaborate with other organizations
   5-2b: Educate the larger community about diversity
   5-3b: Get more involved with community organizations

ISSUE 6: Students perceive that EWU faculty need support in learning about diversity.

**Action Items**

6-1: Diversity as part of Orientation and Continuing Training for Faculty/Staff
6-2: Have a First Responders Program
6-3: Better Define Diversity
6-4: Find out what student perceptions are about faculty/staff diversity views
6-5: More accessible Diversity Issues web page
6-6: Diversity Meetings need new faces
6-7: Reframe “Diversity” as “Universal Access”
6-8: Encourage interaction on diversity between departments
6-9: Provide workshops to facilitate diversity training
ISSUE 7: 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.

Action Items:

7-1: Increase commitment to recruit and retain faculty/staff of color
7-2: Increase faculty salaries (overall) to be more competitive in hiring
7-3: Emphasize a model of respect for all people
7-4: Provide for support groups to retain diverse faculty/staff
7-5: Hire faculty/staff of color outside of ethnic programs
7-6: Work with national professional organizations to learn how to recruit/retain faculty/staff of color
7-7: Need new students of color in EWU ads/web pages/publications
7-8: Showcase President Arevalo as 1st Latino University President in WA
7-9: Reach outside region to recruit students and staff
7-10: Need a greater flexibility with financial aid credit cap

ISSUE 8: Ethnic minority students need to feel welcomed, at home and supported by university offices and departments beyond the ethnic studies programs.

Action Items:

8-1: Encourage more integrated coursework to be taught by faculty, i.e. contributions from various ethnic populations in that field
8-2: “Outgoing” recruitment team
8-3: University-wide Diversity Recruitment Plan

ISSUE 9: The needs of international students need to be addressed. Many international students are employed in dining services, rather than general academic departments and offices.

Action Items:

9-1: Human Resource training for existing EWU faculty, staff, and administration on the importance of the inclusion of international students. Human Resources to develop cohesion with International Students Office
9-2: Create a pool of funds or job opportunities specifically for international students
9-3: Collaboration with Career Services to secure a job placement program for international students, reserve job opportunities
ISSUE 10: The university, including ASEWU, needs to demonstrate better (funding) support to ethnic students organizations that are actively involved in promoting diversity at EWU.

*This group has divided action items into three separate headings: A) Funding, B) ASEWU Funding, and C) University Funding.

Action Items:

A. Funding
10-1a: Ethnic groups should be actively involved, to include BSU, NAACO, MECHA, NASA
10-2a: Increase base funding, it is a small amount
10-3a: Provide diversity grants for student groups

B. ASEWU Funding
10-1b: Make the budget process transparent
10-2b: Seniority should not be a reason for funding
10-3b: There should be valid reasoning in the funding process

C. University Funding
10-1c: Provide seed money for new programs in diversity
10-2c: Have a Diversity Fee that is matched by the University
10-3c: Have a Diversity Fee go into a pool account to promote diversity

ISSUE 11: A better connection is needed between the students, the BOT, and faculty boards in order to see diversity happen at EWU.

Action Items

11-1: Meet the BOT Breakfast with students
11-2: Open students meetings with BOT
11-3: Quarterly diversity reports emailed directly to students
11-4: BOT visits at orientation
11-5: BOT visits to classrooms

ISSUE 12: The administration and faculty need to demonstrate more courage in supporting students who want to see (diversity) things happen.

Action Items

12-1: On-Line forum for voicing diversity issues
12-2: Have a Vice-President for Diversity
12-3: Publish a Diversity Calendar to bring people together for activities
12-4: Broaden the board that determines risk of proposed student Activities to include a student and a diversity specialist

ISSUE 13: There is a lack of motivation among students who want to see change but feel they lack the knowledge of how to go about creating change

Action Items:

13-1: More published policies in student friendly wording
13-2: Additional personnel to meet with student groups to offer “change” resources
13-3: On-Line Question and Answer Forum

ISSUE 14: Ethnic minority students voice the need for more ethnic minority professionals, including faculty, on campus.

Action Items:

14-1: Recruitment of more minority professors to teach a wide variety of classes
14-2: Bring in visiting faculty members
14-3: Identify and honor existing diversity on campus
14-4: Retention of diverse/ethnic faculty
14-5: Provide rewards for departments that hire diverse/ethnic faculty
14-6: Create a Recruitment Strategy that targets diverse candidates
14-7: Require a percentage of university funding to recruit diverse faculty
14-8: Grow Your Own Strategy
14-9: Fund “Minority Faculty of Excellence” across campus

ISSUE 15: Ethnic minority students feel a constant need to defend against campus issues that undermine their viability.

Action Items:

15-1: Need a structured group to “push” diversity on campus
15-2: Administration sensitive to issues that impact minority students. Sensitivity training for students
15-3: Identify “safe” people to go to when problems arise
15-4: Screen new employees for respect and commitment to diversity
15-5: Get message about university commitment to incoming students
15-6: Put Diversity in all classes
15-7: Provide a climate of sensitivity
15-8: More diverse/ethnic persons on campus