Woodring Equity and Diversity Committee Minutes  
April 3, 2015  
8:30-10:00 am – Miller Hall 158

**Attendees:** Lafayette Baker, Samit Bordoloi (guest), Susan Cahill, Hope Corbin, Debbie Corsino, Gail Coulter, Karen Dade, Lucy Lewis, Cheryl Mathison, Kunle Ojikutu, Randi Sanders (minutes), Roger Sasnett, Cyndie Shepard, Lynda Spaulding

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<th>Agenda Items</th>
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<td><strong>Welcome and Introductions</strong></td>
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<td><strong>Minutes</strong></td>
<td>Moved/seconded to approve minutes as submitted.</td>
<td>Approved</td>
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<td><strong>Update</strong></td>
<td>April 24 (Friday) EDC fundraiser dinner invitations are on the way. Various Woodring groups are sponsoring tables.</td>
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| **NTT & Staff Recruitment and Retention** | Debbie Corsino and Susan Cahill reported on meeting w/ EOO Office to discuss diversity language for recruitment of NTT faculty and Staff. Will draft position paper regarding job postings, hiring process, employee development.  

The EOO office suggested including Woodring statement of mission and diversity on every job posting; an item within the required section regarding diversity; and suggested interview question(s) to bring out the candidate viewpoints on E&D

Some points they asked us to be mindful of were:
- placement of diversity requirement within list of required qualifications (don't place it last)
- allow candidate's to speak about both academic and non-academic experience
- provide ongoing/developmental training to all employees

We need to revisit our vision and mission statements as prelude to writing this “boilerplate” statement. AACU rubric will also be helpful. Recent retirements highlight urgency of getting new diversity language/awareness in place. |
| **Brainstorming Strategic Plan**    | Susan shared a colorful handout of past EDC initiatives and the WCE Diversity Plan for 2008-2010. In moving forward we should consider: stated goals & charter of committee, whether we met goals of our | Karen will make link to 2010 EDC report available. |
| **Departmental Recruitment and Retention** | last strategic plan, consistency of membership over time. Suggestion for a ½ day reunion/retreat of all past & present members to brainstorm.  
Steps for future meetings: We could invite pathway groups to present so we’ll be better informed to update strategic plan.  
Since WEST-B administration is not very accommodating, we might take on advocacy in that area. |
| **Announcements and Updates** | Samit Bordoloi, of Human Services, gave a presentation on their admission process, revised to increase diversity of new admits. Historically based only on GPA (w/essay used in special cases), process now scores essays (prompt revised to include social justice component and provide opportunity to speak to experience of receiving human services) and then looks at GPA. This greatly reduces socio-economic privilege bias. Dept. goal is to remove names from admission process b/c they are bias generators too.  
Discussion: questions were raised about time involved in scoring essays & handling writing skills variables. HS Committee members agree the extra time (5-10 min/essay) is worth it. GPA of graduates has increased since the new system was adapted! |
| **Next Meeting/Adjournment** | Reminder of fund-raiser dinner: Friday, April 24.  
Additional discussion: we need a university-wide calendar for events related to diversity and inclusivity to help w/publicity and to avoid scheduling conflicts. Perhaps this can be set up through the Diversity Taskforce, which would designate a manager for monitoring posts.  
The committee normally meets at 8:30 in MH 158 the first Friday of each month when classes are in session.  
Next meeting 5/1/2015 |