

## Galpin Call-In Update (original January 30, 2018)

(March 5, 2019)

- Original imperative
- Status update

### Resources for student groups

“We discussed the resources available to support underrepresented students and the student organizations that provide such support and/or education for the campus on culture, diversity, equity, or related issues. We committed an additional \$20,000 to support the work of the Center for Diversity and Inclusion (CDI) this spring, and we will review CDI’s resource needs as we establish budgets for next year. (CDI’s work includes providing some support for programming put on by student groups.) Campus Council and SGA also are reviewing their budget guidelines to better support such programs. We discussed housing and space needs for these student organizations and will make program housing available (if they apply and meet requirements), as well as reviewing other possible meeting and gathering spaces on campus.”

- CDI funding
  - Completed
- Campus Council/SGA budget committee -structural funding issues
  - 5K diversity funds earmarked for students or student orgs to apply for. Used funds to supplement financing for student participation in service (<https://www.wooster.edu/students/diversity/about/funding/>)
  - Campus council will pilot a training with Dr. Garcia (Positionality and Cultural Competency).
- Housing/spaces for groups (multicultural groups and hot-line)
  - Continue to provide housing to groups that apply and meet the requirements: MOH, Women of Images, African Student Union, Bodies of Diversity, HOLA (2018-19), QPOC (2019-20).
  - Established Confidential Campus Hotline.
- Appellate process for student group decisions (e.g. around imagery, rights to post, hold events, etc.)
  - Being detailed as part of Freedom of Expression and Inquiry taskforce.
  - Students allowed to petition Dean of Students for decisions impacting student groups. I am no longer the end all be all of student org stuff since scheduling is no longer a part of my department. (Is this written??)

### Education and training for all students, staff and faculty

“Effective education and training for all students, staff, and faculty to create a more equitable and inclusive campus was a central part of the Diversity, Equity, and Inclusion Strategic Plan, and is already underway. We will connect student leaders with the professionals who are creating those programs, to be sure that they address the concerns and experiences that students have. We will provide education in cultural competency, including sexuality and gender inclusion, for all students as part of orientation and other required first-year activities. We also discussed the need for additional training for student leaders both in student organizations and in athletics, as well as in key budget-setting areas such as the Campus Council and SGA budget committees. Some work was already taking place in these areas and we are committed to sustaining it over time and expanding it to include leaders of all student organizations.”

- All new Students/Title IX & Cultural Competency
  - All new students received Title IX/Sexual Assault Prevention Training prior to and during Orientation.
  - All new students trained with POSSE facilitators; working to incorporate all campus for Fall 2019.
  - Campus Council - CDEIO Positionality and Cultural Competency Workshop - April 2019
- Student leaders, in student orgs and in athletics
  - Cultural Competency Workshop Series: The Elevate Series (2 sessions/month)
  - Athletics: #oneWoo pledge discussed and signed during each athletic department compliance meeting. Athletic Department/SAAC - NCAA Diversity & Inclusion Week (Social media campaign discussing a variety of topics: identities, shattering stereotypes related to athletics, educational facts related to diversity equity, and inclusion in college athletics). Discussed possible facilitation of Wooster ACTS with Ashley Reid (Spring 2019)
- Faculty
  - Inclusive pedagogy workshop in faculty meeting (for all faculty) completed spring 2018
  - All departments required to engage in study of field-specific inclusive pedagogy practices

- CDEIO working with Provost/Associate Provosts/departments on possible training
- Staff
  - Lori Makin-Byrd trains all new hires in our orientation and they also view a video training on Title IX.
  - Ivonne on the 14<sup>th</sup> to discuss orientation as well, but no specifics are established for this yet.
    - CDEIO providing new orientation material on diversity for all new staff hires (Summer 2019)
    - CDEIO meeting with Staff Committee (Spring 2019)

### **Reporting of and response to discrimination**

“We discussed current barriers to reporting and ways to ensure that reporting is easily accessible and easy to use. We will make changes to ensure that is the case. We also talked about clarity of process for response. While the response process for Title IX concerns is quite clearly laid out in our website materials, that is less true for concerns around other kinds of discrimination. We agreed with the students that clarity of process for response is important, and we will create materials that lay those processes out. We also discussed staffing and ensuring that individuals responsible for responding to concerns are free of conflicts of interest, or any appearance of such a conflict. We agreed that the Director of Student Rights and Responsibilities would not also have the role of Title IX coordinator. We also discussed a review of sanctioning guidelines that will be undertaken this semester.”

- Clarity of/access to reporting
  - Continued to update websites and reporting forms to various forms of reporting.
- Process for response
  - Continued to update policy and process regarding response (Bias Incident Response Team [BIRT], One Policy One Process, hiring Internal investigator to speed up process).
  - Creating webpage for BIRT process; projected completion by Summer 2019.
- Staffing/Division of roles, students on searches
  - Students on the following key searches: Associate Vice President for Student Affairs; Chaplain; Program Coordinator; Assistant Dean of Students.
- Sanctioning
  - Title IX and Student Rights and Responsibilities are developing initial sanctioning guidelines; continuing to assess and refine sanctioning guidelines over the summer

### **Monitoring progress**

“We will add reports of bias and discrimination, as well as reports of drug and alcohol incidents, to the existing monthly campus climate report, which currently relays Title IX issues. We also agreed to conduct campus climate surveys every two years, and to regularly assess our training programs on cultural competency and diversity to ensure that they are meeting our goals. “

- Campus climate surveys every 3 years (starting April 2019) and assessments after trainings.
  - Planned campus climate survey for (most likely) Spring 2019; possibly Fall 2019.
- Monthly Climate report will include Title IX, bias incident reports, drug and alcohol violations.
  - Monthly climate reports updated with additional incident types.

### **Wooster website Translation/Storage**

“We will work on ways for parents and families who don’t read English to access crucial information on the Wooster website, and to enable consistent and affordable summer storage for international students.”

- *Translation.*
  - Students identified five main content areas as priorities for translation, to be consolidated into independent subsections (one for each language) to simplify the user experience and update its accuracy. Those areas are: General information about Wooster; Admissions information, for both U.S. and international applicants; Financial aid information, for both U.S. and international students; Basic information for new students; Contact information for non-English speakers with questions; and FERPA forms. The languages for translation in priority order are Spanish, Mandarin, Vietnamese, Japanese, Korean. A rough draft of the priority content was shared with students in early November. Will identify funding and strategy for regularly auditing the translated content.

- *Storage.*
  - Created a subsidized storage program and will offer again in summer 2019.