

Inclusive Excellence Working Group

Need: In order for our university to become a place of inclusive excellence our campus must be a place that supports all faculty, staff, and students regardless of race, age, gender, religion, or sexual preference. Recent climate surveys done at WSU suggest that faculty, staff, and students of underrepresented communities have felt harassed and/or discriminated against.

Charge: In the spirit of inclusive excellence, this group will examine the culture of WSU and ways we can proactively work to eliminate discriminatory and harassing behavior. This may require exploration around policies and procedures within the university, and consideration of structural improvements to provide an environment of equity and inclusion.

Timeline:

A summary report will be submitted at the of this academic year, *and* it is reasonable to think that this work may carry over into Academic Year 21-22 with further recommendations.

Committee Makeup:

Faculty Senate and UP/USS Senate Co-Chairs

6 Faculty

4 UP/USS Senators

Legal Counsel (Ex-officio/Non-voting)

OIEC (Ex-Officio/Non-Voting)

Academic Affairs (Ex-Officio/Non-Voting)

It is recommended that Chairs who have current T&P cases not serve on this committee for the potential of a conflict of interest to arise.