

**Enhance Campus Diversity**  
**Campus Conversations**  
**Collaborate Session**  
**9/21/15 4:00-5:30**

Question: How do you define diversity at WCU?

- International students
  - Teach them, bring them here, Thesis
  - 30 Countries represented – 200 (e) students
- In general, diversity is a process of having the educational community be a reflection of the diversity.
- Proposal: We should be a reflection of community that we serve.
- We should implement internal processes that push us to that direction.
- We haven't "reached" diversity but in a process for diversity – in a state of being (process).
- To be diverse means helping a variety of people in many areas and way.
- Being attentive to differences is important.
- WCU is not diverse right now. Be very intentional.

Question: In 10 years what would WCU look like/feel like? Do we know where we want to be?

- How are we measuring diversity now?
- We are not doing a good job comparing ourselves w/ sister institutions – faculty/staff/students.

Question: Chief Diversity Officer – what do we want this person to do? Job title? Target?

- Intercultural Affairs
  - CDO – work with department / keeping up with national standards
    - Need to be attractive to future students and future employees
    - Students – mentorship with diverse employees faculty/staff needed
    - CDO listening to needs of students as well as faculty/staff (student voice) is important

Question: Student-voices – Draws?

- More food choices, more intercultural menu offerings
- Commodity
- International Dept. – seems to be in isolation
  - Student needs should be heard
  - Faculty/staff needs should be heard
- Expectation – "Make a change;" be more active on campus
  - Policies to enhance diversity should be written, made public
- Open the 4 topics of these sessions to students
- Yik Yak app (students)
  - Need to be community standards agreed upon
  - Welcome – Student Orientation made it clear that posts should be thought-out
- Be diverse instead of attempting to attract diversity.

Question: How are we educating the current students?

- Academic institutions – present and challenge ideas – “speech” – Be allies!
  - Faculty/staff to model behavior – challenge the ideas/first amendment/ speak instead of quietness by faculty/staff. Students will follow suit.
- Catamounts stick up for each other

Question: What are our identities? What’s in our personal lives?

- Need to faculty/staff diversity thoughts and communications
- International - curriculum is based on Strategic Plan
- Diversify the curriculum
- Practical work – inviting to students, faculty/staff to come to WCU including diversity
  - Ex. Latino Admissions Council
  - World Languages
- Collaboration among departments needed
- Demographics – community-based needs
- Diversify or we will not be here in the next decade or so
- Community/diversify – change curriculum to community
- To have a diverse student body
  - Set expectations
  - We recognize and accept differences
  - Don’t do lip service – put action behind standing behind diversity
  - Goal: Within the next 5-10 years to feel uncomfortable / the need to respond to diversity
- Yik Yak app and faculty/staff
  - Classroom attitude of faculty/staff
  - Challenge to get students/others to not post inappropriate items
  - Self-study of diversity needed
  - Add question to class evaluation ...
    - How does this professor respond to diversity issues?
    - Diversity ratings should be implemented
- Gender equity and pay of WCU faculty/staff needed
  - Internal diversity
  - General feedback from students
    - Feedback from population on students/faculty/staff diversity
- Budgets needed for diversity – departmental, student marketing
  - Departments collaborating for diverse students’ needs, recruitment
- Address all behaviors of diversity
  - Allies for all diversity communications – race, gender, etc.
  - Communication of hostile environment among students
- Director of Marketing – can increase awareness of diversity at WCU
  - Recruitments
  - Photos
  - Perceptions
  - Recruitments
    - Alumni tell prospective students - What are the messages?