



Building Inclusive Community: Updates on Equity, Inclusion, and Accessibility at Wayne State

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A Perspective

“When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.”

Audre Lorde



Vision and Mission

Vision

- ❖ Wayne State University will be the destination of choice for people from diverse cultural, social, and educational backgrounds and experiences to study, live, and work in an inclusive, supportive environment.

Mission

- ❖ The Office of Diversity and Inclusion leads Wayne State University in creating and sustaining a safe, respectful, welcoming, and inclusive environment where everyone – students, staff, faculty, administrators, alumni, and members of the community – feel included and supported to achieve their highest potential.



Building Inclusive Community

- ❖ A way to involve the entire campus community in the work of equity, inclusion, and accessibility.
- ❖ Both a theme and a process for outreach and engagement throughout the year.
- ❖ Events, programs, and initiatives will be created under this general theme.





Creating Spaces and Networks

- ❖ Creating dialogue spaces and infusing the spirit of dialogue across the campus
- ❖ Creating and supporting employee engagement groups to provide connection between people of similar cultural backgrounds to provide networks of support for one another and for students.



Strength Through Collaboration

- ❖ Cross-campus collaborations with various units to take action on critical issues of equity, inclusion, and accessibility on campus
 - Enhancing the academic progress of our students
 - Making progress on increasing the number of diverse faculty hires
- ❖ The Health Sciences Diversity Council working to enhance diversity and inclusion in the health sciences



Progress on Selected 2016-17 Goals

Campus-Wide Initiatives

- ❖ Design and launch comprehensive diversity climate assessment  Initiated fall 2016, the study will formally launch Fall 2017
- ❖ Develop and launch “diversity councils,” to create collaborative teams across schools/colleges/divisions  Health Sciences Diversity Council in Fall 2016
- ❖ Collaborate on campus-response strategies to national events or concerns impinge on our sense of community  Dialogues and communications provide outreach and support to the campus community



Progress on Selected Goals (Cont'd)

Student Access and Support

❖ Enhancing student success supported through OMSE



OMSE/ODI collaborations with EAB project and Student Success initiatives

❖ Focus on building supportive programs for diverse students



“The Network” and RISE learning communities for African American students initiated in Fall 2016

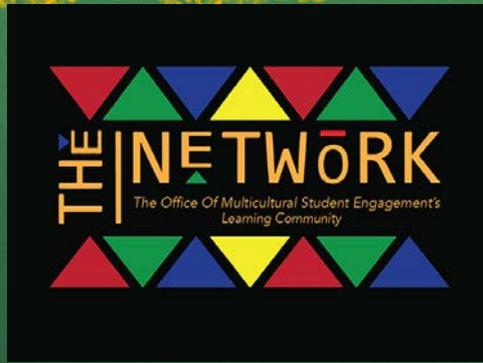
❖ Work with staff and faculty associations to develop mentoring programs



Black Faculty & Staff Association is working with student success units to provide mentoring for African American students



Supporting A Diverse Student Body



The Network

The Network is a learning community for young men aimed to support what they are learning inside the classroom while offering them peer and professional mentoring, brotherhood, and life skills outside of the classroom.

RISE

RISE's purpose is to provide a safe space for self-identified Women of Color (WOC) to come together for continued growth and education



Progress on Selected Goals (Cont'd)

Faculty/Staff Hiring, and Support

❖ Create and support faculty-staff employee engagement groups;



QWSU and BFSA are well-established , and Latinx faculty and staff are beginning to meet and plan.

❖ Collaborate with the Provost and Office of Equal Opportunity on increasing faculty diversity.



Increases in hires of African American faculty in 2016-2017

Selected Priorities for 2017-2018

- ❖ Launch and complete the Diversity Campus Climate Study
 - Complete and launch survey
 - Analyze existing data for the past 5 years
 - Develop and launch focus groups
 - Set up Campus Action Teams to respond to immediately actionable items



Selected Priorities (Cont'd)

- ❖ Create educational curricula to strengthen cultural awareness and competency of staff, faculty, and students
- ❖ Strengthen support for staff and faculty from underrepresented, historically marginalized identities.
- ❖ Communicate publicly and celebrate our learnings and successes as we move toward building inclusive community



Questions for Consideration

- ❖ Given the progress we're making and some of the priorities outlined, what areas remain (or need to become) higher priorities?
- ❖ What issues of interest or concern do you have around equity, inclusion and accessibility on our campus?



A Perspective

“The more we do, the more we see the potential of what is possible. We are not discouraged by the enormity of what lies ahead; we are motivated by it.”

~Ursula Burns, President of Xerox

