

Office for Sustainability Diversity and Inclusion Initiative



Sugan Barkman--Fall 2018





Teaching Community

A Pedagogy of Hope

bell hooks

“To build community requires vigilant awareness of the work we must continually do to undermine all the socialization that leads us to behave in ways that perpetuate domination.”

- Bell Hooks

OfS Working Definitions of "diversity" and "inclusion"

Diversity: *the presence of a wide range of individual & group differences (i.e. race; sex; gender identity; ethnicity; socioeconomic status; physical & mental condition; personality traits; age; experience; perspective; educational background; nationality; sexual orientation; and religious, political, or other sociocultural affiliations) and the intersections of these differences that contribute towards improving quality of life for all.*

Inclusion: *actively working to create a learning community in which equity is cultivated, everyone feels represented and upheld, and diversity flourishes*

Academic year 2017-2018:

- Heavy focus on writing the Diversity and Inclusion Report
- Collaborated with WMU Office for Diversity and Inclusion to host Environmental Justice panel
- Foundational research for Recruitment & Hiring Guidelines
- Collaboration and relationship-building with on campus and off campus organizations

DIVERSITY AND INCLUSION REPORT

WMU Office for Sustainability



DIVERSITY AND INCLUSION REPORT

WMU Office for Sustainability

1. Deepen understanding of D&I throughout the OfS and build it into regular office operations.

2. Review internal and external OfS communication policies and practices related to recruitment, hiring, and collaboration.

3. Create an accountability framework to document and promote healthy communication, shared responsibility, and progress around D&I.

Office for Sustainability Conflict Resolution and Incident Report Form

Reported by:

Date of conflict or incident:

Location of conflict or incident:

Conflict or Incident Detail:

Any additional information:

Mediation and follow up action:

Employee Signature:

Mediator Signature:

Office for Sustainability Recruitment and Hiring Guidelines

Statement of Purpose

As an organization, the Office for Sustainability defines **diversity** as the presence of a wide range of individual & group differences (i.e. race; sex; gender identity; ethnicity; socioeconomic status; physical & mental condition; personality traits; age; experience; perspective; educational background; nationality; sexual orientation; and religious, political, or other sociocultural affiliations) and **inclusion** as actively working to create a learning community in which equity is cultivated, everyone feels represented and upheld, and diversity flourishes. As an organization, we have decided to track and measure our progress and success in diversity & inclusion practices in ways that minimize the risk of putting marginalized and/or minority members of our employee base in danger of tokenization, further disenfranchisement, and excessive intellectual and emotional labor. We will not engage with box-ticking exercises that track the identities of our employee base as a measure of our success in prioritizing diversity & inclusion. Instead, we are taking steps to create the conditions necessary for our goals surrounding these topics to come to fruition, building our organizational understanding of how to do so, and tracking our completion in achieving our goals and our action plan items as our primary measure of progress in diversity & inclusion efforts.

As a part of our larger vision in "...building a diverse and flourishing learning community around sustainability...[to] improve quality of life for all," the **OFS** is committing time, energy, and resources toward improving our internal and external communication practices related to recruitment and hiring. These guidelines are a prominent component of our Diversity & Inclusion Report and Action Plan and fulfills Action Item 2.2. This document compiles a list of guidelines and recommendations geared toward aligning our policies and processes with well-researched and accredited diversity & inclusion practices.

Foundational Preparation for Recruitment and Hiring

- Expand cultural competence office-wide and discuss the dynamics of differing cultures in recruitment teams (many organizations define cultural competence similarly as the ability to work with people of diverse identities in an appropriate, non-discriminatory manner).
- Specifically build cultural competence in the areas outlined in our diversity definition: race; sex; gender identity; ethnicity; socioeconomic status; physical & mental condition; personality traits; age; experience; perspective; educational background; nationality; sexual orientation; and religious, political, and other sociocultural affiliations. Employees involved in recruitment and hiring should take an implicit bias assessment to become aware of their biases and the ways in which those biases may influence their decision-making.
- Clearly communicate WMU's equal opportunity statement on all **OFS** job descriptions and job postings online.
- Utilize employment agency and recruitment services committed to diversity & inclusion efforts whenever possible for student and non-student jobs. The WMU Office for

- Joined University Diversity Council
- Attended WMU staff diversity trainings
 - Interior Design write-up



What to expect for Spring 2019:

- New hire arriving
- Diversity & Inclusion education training
- Assessment of this year's goals
- New Action Plan for 2018-2019 academic year



What can you do?

- Take implicit bias test online
- Review existing D & I materials and documents
 - Recruitment and Hiring Guidelines
- Help keep OfS web content up to WMU accessibility standards
- Normalize engaging in discussions related to D & I topics with your team members
- Ask if you have questions
- Feel free to share your ideas and input!!

