

From the Vice Provost



Equal Opportunity is an essential priority for WWU employees and students, and one to which the university is deeply committed. WWU is dedicated to providing an equal opportunity climate and an environment free from discrimination and harassment for faculty, staff and students. In accordance with federal and state laws and regulations and university policy, WWU prohibits discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, and sexual orientation



for employees in all aspects of employment and for students in academic programs and activities.

Affirmative Action goes one step further than equal opportunity. Based on a federal Executive Order, it is designed to redress imbalances of minorities and women due to the effects of past discrimination. As a federal contractor, WWU is required to take proactive steps to recruit, hire, and advance women and minorities when they are underrepresented in the

workforce, compared to their availability in the labor market. WWU must undertake “good faith efforts” to reach out to underrepresented groups in order to ensure broad and diverse applicant pools that, over time will result in a more diverse workforce.

Inside this issue:

| | |
|-------------------------------|---|
| Diversity Achievement Award | 2 |
| Campus Accessibility Update | 2 |
| EO Presents Workshop At FSOCC | 3 |
| Diversity Handbook | 3 |
| NSF Grant Supports Women | 3 |
| Hiring NTT Faculty in EASE | 4 |
| EO Mission | 4 |

HIGHLIGHT:

Kristen B. French, Woodring College of Education, CEED



Kristen French, Assistant Professor at Woodring College of Education and Director for the Center for Education, Equity and Diversity (CEED), has helped Western take some very large steps in enhancing diversity on campus. When she was hired in the Fall of 2007, she noticed something. While many groups or people on campus were working on parallel issues on campus around cultural education, few of these groups were working collaboratively.

“As teachers, we can forget that we must not only teach, but continue to learn. We need to support student learning as well as address faculty development around multicultural issues.”

It was this line of thinking that led the founding of Multicultural Faculty Fellows (MCFF), a critical inquiry group that was showcased in Western’s Center for Instructional Innovation (CII). This group’s mission was to create a “new multicultural education that moves beyond rhetoric and engages with the many challenging realities of marginalized students.”

After taking successful steps to collaborate with her fellow professors, Kristen is now turning her attention to the community at large. CEED has been asked to, and is enthusiastic in accepting to house

REACH, Respecting Ethnic & Cultural Heritage. This organization has been training teachers to develop their own multicultural competency for 30 years and Kristen is quite optimistic about being involved with the non-profit organization. You can learn more about the REACH here: <http://www.reachctr.org/index.htm>.

As much as she enjoyed inspiring change on campus last year, Kristen is enthusiastic about turning some of her focus to the REACH program while continuing her work with MCFF.

“Last year we focused on the faculty and this year we will be reaching into the community.”

If her track record is any indicator for the future, it would seem that the community is in good hands.

Diversity Achievement Award

Lorraine Kasprisin has served Western for nearly 30 years as an educator, philosopher and scholar. Devoted to sharing perspectives on diversity and social justice, her work reaches students, educators, practitioners and scholars at Western and throughout the world.

Most recently Kasprisin founded the highly acclaimed *Journal of Educational Controversy*. This peer reviewed electronic journal is a significant contributor to the body of research on diversity

"The Diversity Achievement Award puts a face & gives honor to those who work so hard to contribute in the area of diversity. It also lets the recipient know that we see, and appreciate their outstanding efforts in the area of diversity." ~ Diane Brearley

and brings international attention to Western.

"Lorraine has a very respectful and graceful way of bringing up traditionally challenging topics," said John Korsmo, assistant professor of Human Services. "Her work has heightened public awareness at Western and has drawn attention to diversity by holding people accountable."

Kasprisin earned a doctorate from Teachers College, Columbia University as well as bachelor's and master's degrees from the City College of New York.

The Diversity Achievement Award, which includes a \$1,500 stipend funded through the Western Washington University Foundation, recognizes outstanding contributions to enhancing

multiculturalism on campus and beyond. These contributions include research, programming, leadership, teaching and service to students and the community.



Photo courtesy of University Communications

Major Brick Project Makes Campus Safer, More Accessible



New Accessible Walkway

The Equal Opportunity Office (EEO) and Facilities have come together again to make the campus a little safer and a lot more accessible. The uneven bricks across campus have been a small but substantial hazard for some time, and were responsible for trips and falls around campus.

The bricks in Haskell Plaza have recently been particularly bad. Most of

these broken bricks have been replaced and the loose bricks have been reset in the most damaged areas.

The walkway that cuts diagonally through the lawn in front of Old Main has also received some needed attention. The point where the walkway meets the Kwanzan Cherry Tree has kept those who travel on wheels,

like scooters and wheelchairs, from using this walkway because of its unevenness and loose bricks. The walkway has been widened and leveled so this area should be much more accessible. It was also discovered that the existing tree was not responsible for the uneven bricks. Old, dead roots from a tree that was previously growing here were removed and believed to be the reason for the uneven walkway. So this new walk-

way is expected to have longevity.

The EEO, along with a campus-wide assessment team, walked the entire campus in 2007 to identify high priority needs. This brick project was one of many that resulted from this self-assessment.

The EEO continues to work with the Disability Advisory Council, a campus group that help prioritize emerging ADA architectural needs.

Do you have a suggestion that would make the campus more accessible? If so, please contact the Equal Opportunity Office, (360) 650-3307 TTY: (360) 650-2535.

Equal Opportunity to Present Workshop on Hiring at 2009 FSOCC

Every year for the past thirteen years, faculty and staff of color in Washington State have come together to share experiences and grow professionally. This year they will meet again in Spokane for the fourteenth annual Faculty and Staff of Color Conference (FSOCC) on November 4th -6th.

At every conference there is a series of classes that are offered for the professional enhancement of the FSOCC participants. This year, Dr. Sue Guenter-Schlesinger and Nick Sanchez have been

selected to present their workshop "Affirmative Action Outreach: Search Committee Essentials," to help those people who have or will serve on hiring committees to better fulfill their role as hiring committee members. The workshop will focus on affirmative action issues and a committee member's role in promoting them. This workshop will

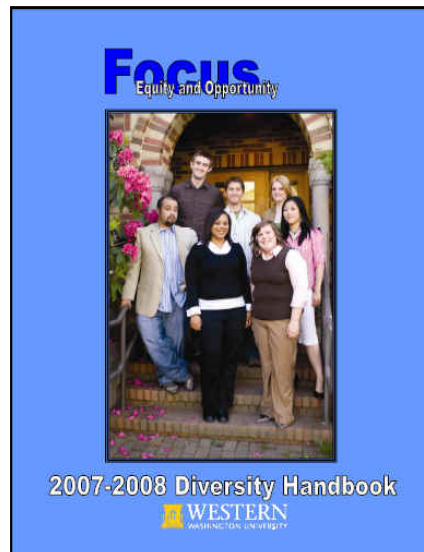
explore "essentials" search committees need in seeking diverse applicant pools. The focus will be on "shaping" job descriptions; appointing search committees; "selling" campus/community; conducting interviews; and ensuring a "competitive edge."

Faculty Staff of Color in Higher Education Conference

2009-2010 Diversity Handbook

The EO Office is currently updating the 2009-2010 edition of the Diversity Handbook for the university. This Handbook allows colleagues across campus to better understand and be able to more effectively collaborate on diversity efforts. It also serves as a useful recruitment tool in our efforts to recruit prospective faculty, staff and students.

The 2007-2008 Diversity Handbook included many outstanding initiatives, programs, courses and activities that highlight Western's commitment to a diverse and inclusive campus. The new Handbook will highlight Western's outstanding diversity endeavors.



To view a copy of the last Handbook, visit the EOO Web site under Publications – Diversity Handbook at <http://www.wvu.edu/eoo/publications.shtml>.

The EOO is requesting photos that represent Western's commitment to diversity for the revised 2009-2010 Diversity Handbook. If your department/college would like to contribute photos for the new Handbook, please contact Diane Brearley at x3307 or email Diane.Brearley@wwu.edu

NSF Grant to Support Women In STEM Fields

The Equal Opportunity Office is excited to act in partnership with CST on the Institutional Transformation Planning Grant (IT-Catalyst) from the National Science Foundation.

The purpose of this grant is to study the current status of women faculty in the STEM fields at WWU, and to facilitate the basic data collection and baseline activities that could support a more comprehensive program in the future.

As part of the initial activities, a Climate Survey was sent out this past spring to all faculty within the college, exploring their experiences at WWU. We are pleased to report that more than 55% of the faculty responded and almost 75% of the women faculty returned the survey. The results will be reported to the faculty this fall in a series of focus groups probing what it is that faculty need and want for support in their faculty roles. We are

anxious to build upon our current successes and find effective ways in which to support our faculty so that all of them can thrive in their careers at WWU. We will continue to report our findings and any future plans.



Hiring Non-Tenure Track Faculty Through EASE



Photo courtesy of US Census Bureau

Western Washington University is transitioning its vacancy pool hiring for limited term faculty to an electronic application system (EASE). Western is

required, as a federal contractor, to be in compliance with Affirmative Action guidelines, enforced by the Office of Federal Contract Compliance Programs (OFCCP). In 2003, Western was cited by the OFCCP for not adequately tracking non-tenure track faculty vacancy pool applicants and hires by race and gender and for not maintaining consistency with hiring records.

In Western's "Conciliation Agreement" with the OFCCP, Western's corrective action was to have vacancy pool applicants apply electronically through NOVUS, therefore creating an automatic electronic database for applicants with the required demographic information.

We are now using NOVUS (EASE) for all hiring actions including vacancy pool applications. Guidelines have been de-

veloped to ensure compliance with federal and state affirmative action and equal employment opportunity requirements.

See <http://www.acadweb.wvu.edu/HR/Employment/InfoForHiringOfficials/VacancyPoolGuidelines.pdf>

Contact the HR office or the EO office with any questions during this transition. Thank you for your support of the new guidelines.

Contact the EO or HR offices with any questions—we are here to help you!

Meet the EO Staff:

Sue Guenter-Schlesinger, Ph.D.

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The Equal Opportunity Office Mission is to:

- Provide leadership to facilitate institutionalizing affirmative action/equal opportunity concepts and actions into everyday operations and activities.
- Advise and assist the Western Washington University community in ensuring an equal opportunity environment, free of discrimination and sexual harassment.
- Assist with proactive efforts to create a diverse workforce of faculty and staff in order to redress imbalances in the workforce and enrich the University experience.
- Advise and assist the University community in developing and appreciating an inclusive community of students, faculty and staff.

We're on the Web!
www.wvu.edu/eoo