

SECTION I

FOCUS

President's & Provost's Office Initiatives



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*I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unlike.*

-Maya Angelou

Focus on campus inclusion

ADA (AMERICANS WITH DISABILITIES ACT) COORDINATOR

(President's Office, Equal Opportunity Office)

- Target Group:** Individuals with Disabilities on Campus
- Program Description:** WWU is committed to ensuring campus accessibility for faculty, staff, students and visitors. The ADA Coordinator has oversight for all accessibility issues and chairs the Disability Advisory Council (DAC). The DAC represents various constituents across campus and provides needed input to ensure barriers to access are identified and that plans are developed to respond to them.
- Contact:** Dr. Sue Guenter-Schlesinger, Executive Director Equal Opportunity Office
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AMERICAN DEMOCRACY PROJECT

(Office of Undergraduate Education, with support from the President's Office & the Office of the Provost)

- Target Group:** WWU Undergraduate Students
- Program Description:** American Democracy Project (ADP), is a national multi-campus initiative aimed at promoting the involvement of undergraduates in public life, and fostering their civic skill development, and participation as global citizens. The initiative is sponsored jointly by the American Association of State Colleges & Universities and The New York Times.
- Activities include:
- New York Times Readership Program, free newspapers for Western students;
 - WWU – Ukraine Democratic Partnership (a new exchange program with Ivan Franko National University in western Ukraine, centered around civic skill development and building cultural understanding with post Soviet-bloc developing democracies);
 - Speakers, films, and programs designed to foster awareness and discussion of critical current issues (for example, immigration, citizen's rights and privileges);
 - Celebration and information dissemination for Constitution Day (Sept. 17)
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COUNCIL FOR RESEARCH ON WOMEN PRESIDENT'S CIRCLE

(President's Office)

Target Group: Higher Education Leadership

Program Description: President Morse is a member of the President's Circle, an organization within the National Council for Research on Women. This nationwide network of college, university, and university system presidents and chancellors provides the President an opportunity to engage in important discussions with her academic colleagues, as well as with corporate leaders, on issues specifically related to women in education. Involvement with this Circle also provides the President with the opportunity to participate in and shape programs concerned with addressing pressing issues like economic security, human rights and diversity in higher education.

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DIVERSITY ACHIEVEMENT AWARD

(President's Office; Equal Opportunity Office)

Target Group: Faculty, Staff and Students

Program Description: The purpose of the Diversity Achievement Award is to recognize one individual (faculty, staff, or student) whose distinguished efforts have enhanced diversity and multicultural understanding on the WWU campus and encompasses, but is not limited to, the areas of research, programming, service to students or the general campus community, leadership, and teaching. Criteria for the Award include:

- Integrates diversity concepts and values into academic curriculum, management and/or operational functions.
- Develops methods for increasing and valuing diversity among students, faculty, and/or staff.
- Maximizes opportunities to achieve diversity.
- Contributes to promoting an understanding and appreciation of differences by contributing to the body of research on diversity or through other endeavors.

This distinguished award is presented annually at the Spring graduation ceremony by the University President.

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DIVERSITY HANDBOOK

(President's Office; Equal Opportunity Office)

- Target Group:** Faculty, Staff, Students and Community
- Program Description:** The purpose of the Diversity Handbook is to document the many programs, classes or projects that support and enhance diversity at WWU.
- A "Diversity Initiative" is generally defined for this endeavor as any effort which addresses the needs/concerns of people with respect to race, national origin, gender, religion, age, disability, sexual orientation or veteran status, but is also broadly interpreted to be as inclusive as possible beyond these "legal" categories. This handbook is updated every two years.
- Contact:** Dr. Sue Guenter-Schlesinger, Executive Director Equal Opportunity Office
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DIVERSITY TRAININGS

(President's Office; Equal Opportunity Office)

- Target Group:** Faculty, Staff and Students
- Program Description:** The Equal Opportunity Office (EOO) has developed and offers a wide range of equal opportunity and diversity-related training to faculty, staff, and students.
- Among the Equal Opportunity training available is the following:
- Disability Awareness
 - Cultural Competency
 - LGBT
 - Racial Harassment
 - Religious Harassment
- Contact:** Dr. Sue Guenter-Schlesinger, Executive Director Equal Opportunity Office
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EQUAL OPPORTUNITY OFFICE

(President's Office)

Target Group: Faculty, Staff and Students

Program Description: The Equal Opportunity Office (EOO) assists faculty, staff and students by implementing both anti-discrimination laws and University policies that prohibit discrimination and by helping create an environment in which diversity is valued. The EOO also works to increase access to WWU employment for women, people of color, people with disabilities, and veterans who have traditionally faced barriers to employment opportunities.

Equal Opportunity laws and WWU policies forbid discrimination in employment and education based on the following protected categories: Race, Sex, Veteran Status, Color, National Origin, Sexual Orientation including Gender Identity and Expression, Religion, Age, Marital Status, Disability, or Creed. WWU employees, prospective employees, students or recipients of university services who believe they have been discriminated against or harassed on the basis of a protected category listed above, may discuss their complaint with a member of the EOO staff. The EOO provides advice and assistance to search committees and provides EO and diversity related training.

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SEXUAL HARASSMENT PREVENTION TRAINING (SHPT)

(President's Office; Equal Opportunity Office)

Target Group: Employees of WWU

Program Description: The Equal Opportunity Office (EOO) has implemented an on-going sexual harassment prevention training program, required for all Western faculty and staff and available to students upon request.

This program began in November 2005 with a workshop tailored for Executive Leadership. Since then, the EOO has trained approximately 1250 of our nearly 1750 employees, in three of our five colleges and in all but one of our VP Administrative Units. On-going training is offered for those new to the workplace or as make-up sessions.

This training is designed to ensure all Western employees understand how to identify sexual harassment, what steps to take if they believe they are subject to this behavior, how to handle a sexual harassment issue, if they are supervisors.

This training has also been delivered to specialized groups including, Residence Directors and Advisors, Associated Students, leaders/employees, and teaching assistants.

A specialized workshop on SHPT for supervisors is also available to academic and administrative groups.

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SPECIAL ASSISTANT TO THE PRESIDENT FOR DIVERSITY

(Student Affairs)

Target Group: Faculty, Staff and Students

Program Description: The Special Assistant to the President for Diversity supports WWU's Mission Statement and the diversity core value, focusing on multicultural outreach and diversity. The Special Assistant serves as a liaison for the President and other university leadership, through the following efforts:

- **Multicultural Advisory Board:** The Special Assistant chairs this Board, composed of ethnically diverse community members who provide advice to the President on diversity issues.
- **Outreach and Recruitment of Students of Color:** The Special Assistant serves as a liaison to students of color and their parents, assuring them that college is an attainable goal.
- **Academic Support:** The Special Assistant provides support to academic departments in the area of diversity. Most of these efforts are currently achieved through collaboration with the Center for Educational Pluralism and the Fairhaven World Issues Forum.

The University ensures that \$25,000 is available annually to support programs, presentations and workshops designed to promote understanding of issues concerning ethnic minority students, faculty and staff.

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