

**WWU STRUCTURAL EQUITY TEAM
CHARGE AND MEMBERSHIP FOR THE 2020 – 2021 ACADEMIC YEAR**

In support of its institutional commitment to advance inclusive success and pursue justice and equity in programming, policies, and practices, Western created a two-fold structure in the fall of 2020, building on the [Recommendation to Create a Structural Equity and Bias Response Team](#) (SEBRT) that was advanced by the President’s Council on Equity, Inclusion, and Social Justice during the 2019 – 2020 academic year.

The first component is a Bias Response Team that coordinates prompt responses to bias incidents at the University and in the community. The second is a Structural Equity Team (SET) that uses information about bias incidents, and deeper examinations of the conditions leading to specific incidents, to inform longer-term actions and recommendations that build and sustain a more equitable and just environment. In addition, the SET will create an annual public report providing information about reported incidents of bias, responsive actions undertaken by the Bias Response Team, and independent work undertaken by the SET, all of which will inform future work of the Teams and Western more broadly.

**CHARGE FOR THE 2020 - 2021 ACADEMIC YEAR:
UNIVERSITY BUDGETING THROUGH A DIVERSITY, EQUITY & JUSTICE LENS**

In addition to the essential function of examining bias incidents and the conditions that lead to them, the SET is also charged on an annual basis with proactively examining specific institutional processes and practices and making recommendations to advance Western’s progress toward its [strategic plan goals with respect to equity and inclusion](#).

For the 2020 – 2021 academic year the SET is charged with examining the University budget process through the lens of diversity, equity, and justice. In particular, the SET should assess the following:

- To what extent does Western use a diversity, equity, and justice lens in developing its budget and arriving at budget priorities? How could this be improved at various stages of the process?
- What are the core principles and values that need to be applied in using a diversity, equity, and justice lens to develop and make budget decisions at various levels of the institution?
- How do we structurally and practically increase opportunities for diverse members of the Western community to provide input into the budget processes?

In the pursuit of this charge, the SET may wish to call on University Budget Office staff to familiarize themselves with the budget process, input and output points, and request relevant data from recent budget years. The SET’s recommendations on how to better incorporate a diversity, equity, and justice lens into Western’s budget development process will be due to the President by the end of spring quarter 2021.

2020 - 2021 STRUCTURAL EQUITY TEAM MEMBERSHIP

As described in the [Recommendation to Create a Structural Equity and Bias Response Team](#), the Structural Equity Team includes some staff positions that also serve on the Bias Response Team, facilitating efforts to make connections between individual acts of bias and institutional change aimed at decreasing bias incidents and structural inequities. After the 2020-21 academic year the composition of the SET will be evaluated in relation to the team's annual and recurring goals.

Structural Equity Team Membership 2020 - 2021

Benny Musonda, Custodian, Facilities Department, WFSE Classified Staff Representative

Blanca Aranda, Associate Professor, Modern and Classical Languages, UFWW Representative

Bradley Kimbrell, IT Support Tech, Human Resources, PSE Classified Staff Representative

Brandon Joseph, Men's Resiliency Specialist, Prevention & Wellness Services

Courtney Yoshiyama, At-large Student Representative

Faye Gallant, Executive Director, University Budget and Financial Planning

Jon McGough, Director, Disability Access Center

Jyoti Bajwa, Contracts Specialist, Procurement, At-large Staff Representative

Keith Kelley, Manager, Conference Services, Faculty and Staff of Color Council Representative

L.C. Osadchuk, At-large Student Representative

Litav Langley, LGBTQ+ Director, SEBRT Chair (2020-21)

Lucas Senger, Instructor, MBA Program and Arts Enterprise & Cultural Innovation, At-large Faculty Representative

Marshawna Williams, Regional Admissions Representative, Admissions, Professional Staff Organization Representative

Melynda Huskey, Vice President for Enrollment & Student Services

Michael Sledge, Assistant Dean of Students

Peter Pihos, Assistant Professor, History Department, At-large Faculty Representative

Rae Lynn Schwartz-DuPre, Professor, Communication Studies, Faculty Senate appointee

Ranulfo Molina, Associated Students Vice President for Diversity

Sargun Handa, Associated Students Pro-Tempore

Shevell Thibou, Director, Teaching & Learning, Western Libraries