



Student Affairs Equity Action Plan

Executive Summary

July 2023

To formalize our ongoing commitment to diversity, equity, and inclusion (DEI), Student Affairs launched our [Equity Action Plan](#) in Fall 2021 to provide a clear roadmap for the division, as well as campus and community stakeholders, for how we will continue our DEI efforts through the end of the university's strategic planning cycle in June 2023. The Equity Action Plan directly connects to the [university strategic plan](#) as well as the [diversity strategic plan](#), both of which launched in 2018.

This executive summary identifies significant accomplishments and progress made on the key activities that supported our three priorities. It clarifies the status of each key activity and includes progress notes. Please direct any inquiries to Nick Franco, AVP for Student Equity, Belonging, and Voice, at nfranco@ewu.edu.

STUDENT AFFAIRS

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EWU expands opportunities for personal transformation through excellence in learning.



PRIORITY #1:
Strengthen the retention of students and staff from marginalized and underrepresented groups.

Institutional strategic plan action addressed:

- “Expand opportunities and address unmet needs for underrepresented populations.” (*We Embrace Equity and Social Justice*)
- “Develop strategies for diversifying the university faculty and staff.” (*We Embrace Equity and Social Justice*)

Significant accomplishments:

- Launched and completed the Student Conduct Cultural Audit.
- All new Student Affairs job postings have at least a preferred qualification centered around cultural humility.
- Eagle F.A.M. transitioned from a pre-orientation program into a fall quarter program.

Key Activities	Status	Notes
Assess racial and other possible biases in student conduct cases and outcomes, report key findings, and implement an action plan to address issues discovered.	Completed	Executive summary distributed October 2021. The Student Rights and Responsibilities office is leading efforts on the seven (7) recommendations that were identified. The SRR team has developed and will implement a regular review schedule to continue to assess on a regular basis.
Require that job applicants to Student Affairs positions demonstrate at least two of the ACPA/NASPA social justice and inclusion competencies in their application materials.	Partially completed	All new Student Affairs job postings have at least a preferred qualification centered around cultural humility. Continued efforts will be made to incorporate social justice and inclusion competencies.
Reimagine the purpose and function of the Multicultural Center and Pride Center to better support the recruitment and retention of underrepresented students.	Postponed	Due to significant staffing increases to both centers as well as current discussions at the executive level related to retention efforts on campus, this activity was placed on hold and will be incorporated into the next divisional strategic plan.



<p>Develop and launch an education program for Student Affairs supervisors to ensure social justice and inclusion supervisory competencies, particularly as it relates to supervising staff members who are people of color, people with disabilities, and/or LGBTQ+.</p>	<p>Initiated but not completed</p>	<p>An outline has been drafted. Feedback and input will be solicited as this activity is incorporated into the next divisional strategic plan.</p>
<p>Transition the Eagle F.A.M. pre-orientation program into a first-year retention program that includes additional financial and staff support from the institution.</p>	<p>Partially completed</p>	<p>For the past two years (Fall 2021 and 2022), Eagle F.A.M. has transitioned from a pre-orientation program into a fall quarter program. Additionally, the Eagle Care decision package was funded by the state legislature and provides four (4) additional staff members to the Multicultural Center and Pride Center. These positions will help support Eagle F.A.M. and assist the Director of Student Equity and Inclusion Services in expanding and enhancing the program.</p>
<p>Develop and launch an initiative for providing career support and mentorship opportunities for all Student Affairs staff, with particular attention to the development and promotion of staff who hold marginalized identities. This may include establishing identity-based affinity group(s), developing a formal mentorship program, and/or providing professional development support.</p>	<p>Partially completed</p>	<p>Currently, employees across the division regularly participate in on- and off-campus webinars and training. Multiple employees have been supported by the division in attending regional and national conferences over the past year. However, further progress must be made in formalizing support for employees who hold marginalized identities. In addition, new employees to the division are assigned mentors who help them through the first few weeks of onboarding. Given the recent launch of affinity groups by the Office for Diversity, Equity, and Inclusion, future efforts in this area should continue focusing on mentorship.</p>



PRIORITY #2:
Develop a sustainable professional development structure for Student Affairs staff that provides ongoing, relevant, and current training on social justice, equity, and inclusion.

Institutional strategic plan action addressed:

- “Expand opportunities and address unmet needs for underrepresented populations.” (*We Embrace Equity and Social Justice*)
- “Develop strategies for diversifying the university faculty and staff.” (*We Embrace Equity and Social Justice*)

Significant accomplishments:

- Student Affairs staff have brought the following equity-related trainings to the division and/or campus:
 - Adaptable Dispute Resolution (ADR)
 - Recovery allyship
 - Trauma informed practices
- Student Affairs staff have attended the following trainings or conferences, focusing on sessions or topics related to diversity, equity, and inclusions:
 - LGBTQ+ identities and issues (Say It Out Loud conference)
 - Student conduct (ASCA)
 - Trauma informed practices
 - Foster youth and formerly unhoused youth (Washington State Passport Conference)
 - Mental health

Key Activities	Status	Notes
Develop and launch new professional development workshops for Student Affairs employees related to cultural humility and anti-racist practices.	On hold	Outline was drafted in January 2022. However, Washington SB 5227 was recently passed and, in part, requires college and university employees to participate in annual diversity and anti-racism training. As a result, this activity has been put on hold until the next strategic planning cycle.



<p>Implement an onboarding program for all newly hired Student Affairs staff, regardless of classification, that emphasizes EWU's values and educates about implicit bias, inclusive communication, and the university's connection with Indigenous nations in the Inland Northwest.</p>	<p>Partially completed</p>	<p>Units across the division have implemented more formal onboarding practices across all functional areas, including in the Career Center, EWU Global, Housing and Residence Life, Student Accommodations and Support Services. Additionally, Human Resources released onboarding checklists for both supervisors and new staff. Continued enhancements to division-wide onboarding efforts will be considered in the next strategic planning cycle.</p>
<p>Determine and communicate how Student Affairs staff evaluations in each unit will be tied to taking advantage of opportunities to attend campus, local, state, or national conferences and workshop sessions that address equity issues.</p>	<p>Partially completed</p>	<p>Student Affairs leadership is committed to supporting employees' professional development needs. Although not explicitly tied to staff evaluations, employees across the division regularly participate in on- and off-campus webinars and trainings. Multiple employees have been supported by the division in attending regional and national conferences over the past year.</p>
<p>Incorporate social justice and inclusion competency goals into performance evaluations for each Student Affairs staff member.</p>	<p>Partially completed</p>	<p>Each unit is required to submit an improvement effort as part of the Equity Action Plan. Supervisors/leads in these units are expected to accomplish their respective activities. Formalizing social justice and inclusion competencies into performance evaluations will be explored for the next strategic planning cycle.</p>



PRIORITY #3:
**Foster an inclusive campus environment where
 all students feel like they belong and soar.**

Institutional strategic plan action addressed:

“Promote strategies that encourage honest dialogue and foster a campus-wide ethic of inclusivity and a welcoming climate.” (*We Embrace Equity and Social Justice*)

Significant accomplishments:

- Study Abroad has been reimagined and now provides information on or access to (a) study away (i.e., domestic) experiences, (b) virtual international experiences, or (c) advanced parole.
- Pronouns are regularly included in name tags, email signatures, and meeting introductions.
- 100% of units initiated an improvement effort focused on diversity, equity, and inclusion. Notable accomplishments include:
 - Creating and implementing an accommodations appeal policy for students
 - Designating a disabled parking space for the Pence Union Building
 - Implementing structured and ongoing DEI trainings and conversations in the Career Center

Key Activities	Status	Notes
Embed EWU’s Land Acknowledgement into divisional communications and presentations.	Partially completed	This has been partially achieved. Division-wide meetings now begin with a land acknowledgement, and several reports (e.g., 2021 SEBV Impact Report) include a land acknowledgement. Further progress can be made in this area.
Embed pronoun introductions into divisional communications and presentations.	Completed	New employees are prompted to include their pronouns in email signatures and name badges. Communications introducing new employees to the division include their pronouns, and coaching is provided to staff on introducing oneself with pronouns. Almost all current Student Affairs employees include their pronouns in their email signatures. Aligning with best



		practice, stating one's pronouns is never a requirement.
Create ongoing open office hours for students to connect with senior Student Affairs leaders (AVPs and VP) about concerns students have or issues they are facing.	On hold	This has been put on pause. However, Student Affairs leadership regularly meets with stakeholders across the division and campus regarding student needs and issues.
All Student Affairs units will engage in an equity-driven, evidence-based improvement effort to identify and address equity issues in their work.	Completed	100% of units have implemented a plan to address an equity issue. 43% of units have completed and assessed their improvement efforts.
Require all video recorded content from Student Affairs to have embedded text captions and/or be accompanied by written transcripts.	On hold	No recorded content has been created to date. Strategies will be developed for ensuring captions and/or transcripts are included.
Create a plan for reimagining Study Abroad and increasing student participation.	Completed	This was created and launched in January 2022. The plan's seven (7) action steps focus, in large part, on improving accessibility of education abroad experiences for placebound students. Progress has been made on the majority of the goals, and a report on accomplishments and next steps will be shared in Summer 2023.
Expand opportunities for students to publish about their research or passion projects in the student-led newspaper publication, The Easterner.	On hold	Due to significantly reduced staffing levels for The Easterner during the 2021-22 and 2022-23 academic years, this activity has been put on hold. However, the faculty advisor, Student Affairs director, and Easterner co-managing editors have been in regular conversations about new strategies for engaging the campus community.
Develop and implement social media strategies for communicating important university information and updates to students.	Completed	The Dean of Students Instagram account has offered current, dynamic, and regular communication to followers as well as the broader campus community. Student designers create carousel posts, and the Dean of Students coordinates Instagram live videos and takeovers that feature or highlight campus units and events. Students and their parents regularly



		interact with the account, which boasts 1,600+ followers.
Create a work group and provide recommendations to the university regarding inclusive practices and appropriate data management and reporting strategies for transgender and nonbinary students.	Completed	Completed but with mixed results. The LGBTQ+ Identity and Data Management Work Group compiled information and strategies from other universities and discussed and agreed upon steps forward in managing the current methods with which this information is collected. The university's Data Management Committee (DMC) has put these strategies on hold.
Develop a protocol and style guide for continuous review and development of Student Affairs materials, events, and programs to ensure marginalized backgrounds, identities, and experiences are reflected with respect and authenticity.	Partially completed	Although a formal style guide was not developed, the Equity Action Plan's key terms and definitions have been critical in establishing common language among the division and informing our initiatives and strategies.

Prior to the establishment of the Equity Action Plan, Student Affairs actively contributed to the university's institutional strategic plan and diversity strategic plan since the 2018 launch. Notable accomplishments during this time period include:

- Created and launched gender inclusive housing in the residence halls. (Fall 2018)
- Created and launched a First Year Experience course related to social justice. (Fall 2019)
- Worked with MarCom on a gender pronouns field for the template for university business cards and email signatures. (Fall 2019)
- Revamped LGBTQ+ advocate training to include three levels with scaled content delivered in a hybrid format. (Fall 2020)
- Worked with IT to enable the visibility of gender pronouns on Canvas. (Fall 2020)
- Created and launched the UndocuAlly workshop to educate faculty and staff about the experiences of undocumented college students. (Winter 2021)
- Organizational realignments to create the unit for Student Equity, Belonging, and Voice. (Winter 2021)
- Led the development and implementation of the bias incident reporting form and response process. (Winter 2021 and ongoing)
- Increased the number of New Student Transitions and Family Programs web pages and parent/family sessions offered in Spanish. (ongoing)