

College of Education Three-Year Diversity Council Plan
2020-2023

Overview: On June 1, 2020 the University of Wyoming released a statement recognizing the persistence of systemic racism in the United States and affirming the role of the university to *interrupt, stop and eliminate inequities, injustices, and violence from our society*. The COE Diversity Council echoes support for this statement with commitment to tangible actions advancing an anti-racist and diversity equity and inclusion (DEI) stance.

The Three Year Diversity Council Plan outlines areas of opportunity to support anti-racist and DEI teaching, research, service, and programming through practice and policy. The scope of the Plan is organized as focused working groups with aim to distribute workload and expertise among DC members.

1. *COLLEGE-WIDE DEI WORKING GROUP:*

Facilitators: All DC members

Engage in college-wide DEI conversations and seek support from administration to emphasize the need for ongoing training and education in anti-racism and DEI.

- A) The DC requests one COE meeting each academic year dedicated to DEI. Scheduling and organization will be facilitated between the Dean's Office and DC chairs. The DC initiated college-wide DEI conversations with the COE meeting presentation at the beginning of fall 2020.
- B) 2021: Coordinate with Kate Welsh to facilitate a 2022 Shepard Symposium strand dedicated to DEI as represented by the COE. The strand could include Django Paris, author of the book used with the spring 2020 Book Club, *Culturally Sustaining Pedagogies: Teaching and Learning for Justice in a Changing World*.
- C) 2022: Plan for a COE Summit in 2023 developed around scholars associated with books selected for the DC Book Club.
- D) The DC is committed to developing and facilitating ongoing programs as opportunities arise for discussion series, webinars, invited speakers, clubs, and extracurricular activities.
- E) COE administrators, faculty members and graduate students will be encouraged to participate in the DC working groups for 1 or more initiatives as outlined in this document (special project, program, etc and/or as a participant for an extended period of time). As an example, Dr. Tao Han has agreed to share her diversity workshops with the DC (scheduled for spring 2021).

2. *WEB PAGE WORKING GROUP*

Facilitators: Lay-nah and Lindsey

Compile a web-based list/folder with resources and readings for use internally and externally.

- A) Update COE page link on a regular basis. (This was established fall 2020 with support from Jason and Jenna.)
- B) Organize and continually update COE resources. Include links for COE articles, research, syllabi, pedagogical strategies, course offerings, etc.
- C) Update and coordinate with UW Diversity Hub.
- D) Disseminate new resources to the COE, as they are added/updated.

3. *BOOK CLUB AND MOVIE NIGHT WORKING GROUP*

Facilitators: Cindy and Kate

Book Club and Movie Night groups follow format established for previous semesters.

- A) One to two Book Clubs and one Movie Night each academic year. Facilitators will provide brief written reports of these events to include the number of participants, total expense, overarching themes as aligned with DEI and anti-racism, and the general benefit of the events.
- B) The Book Club will rotate between choosing one book for all participants and selecting multiple books that participants can choose from to form a book club. Book club leaders are responsible for planning the total number of meeting times to begin at the beginning of the semester and culminating with a session for all book clubs to reflect and share summary reports together. Each Book Club will plan regularly scheduled meetings via Zoom or threaded discussion. The Book Club schedules for spring 2021 will use one book, *Caste*, by Isabel Wilkerson. Ongoing announcements for the spring 2021 Club have been shared during November 2020 with COE faculty, staff, and graduate students.
- C) The Movie Night will be determined when it's possible to meet face to face to watch and discuss a film on campus. Resources for selected films will initiate with the Social Justice Research Center.

4. *UNIVERSITY COLLABORATION WORKING GROUP*

Facilitators: All DC members

- Serve as a liaison to connect with UW and, as appropriate, community leaders to access existing resources and avoid replication, particularly the Office of Diversity, Equity and Inclusion (also, e.g., Social Justice Research Center, Multicultural Affairs, Shepard Symposium)

5. *RESEARCH AND CURRICULUM DEVELOPMENT WORKING GROUP*

Facilitators: Johannes and Amy

Areas for ongoing development include:

- A) Definition/explanation of working group focus (e.g., funding; research strategies; supporting diverse students; how to create incentive for products and outcomes).
- B) Brief review of best practices in this area from overall university DEI plans (UW, elsewhere), and specifically, at the academic unit-level.
- C) Description of current COE practices, what we do well and identification of areas for improvement.

- D) Tangible actions and goals, considering immediate/short-term and phased, longer-term, both formal policies and informal practice.

Diversity Council Members, 2020 - 2023

Lay-nah Morris Howe, co-chair	Counseling, Leadership, Advocacy & Design	2022
Lindsey Nichols	Counseling, Leadership, Advocacy & Design	2023
Amy Roberts, co-chair	School of Teacher Education	2022
Cindy Brock	School of Teacher Education	2021
Alexis Ontiveroz	Staff	2023
Heather Webb-Springer	Graduate Student	2021
Johannes Addido	Graduate Student	2021
Kate Welsh	Director, SJRC	Ex-officio
Jenna Shim	Associate Dean, Graduate	Ex-officio