



**WTCS**  
Diversity, Equity, Inclusion  
**Committee**

# Engaging in Advocacy and Action

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# *Overview of Presentation*

- Purpose of WTCS DEI Committee
- Highlights from the WTCS DEI Committee Advocacy & Action Plan
- Breakout Activity – Speaking the Same Language



# *Define Diversity, Equity, Inclusion*

**Diversity:** Diversity encompasses an array of experiences including, but not limited to, age, race, ethnicity, gender, religion, disabilities, socio-economic status, sexual orientation, gender identity, and national origin.

**Equity:** Equity refers to the intentional practice of identifying the unique needs within our diverse student and employee populations, and in turn providing the support necessary for each individual to succeed in their academic and career goals.

**Inclusion:** Inclusion is the degree to which all individuals in a community are welcomed, valued, respected, heard, and able to participate.

(WTCS System-wide equity report, 2018)



# *Structure and Purpose*

## **DEI Committee Charter: Statement of Purpose**

To collaboratively promote a culture throughout the System that understands equity in practice and embraces an environment of diversity and inclusion.

- ❖ Provide resources and advocate for policies and practices
- ❖ Address the specific needs of students and employees that identify as members of historically minoritized and/or underserved populations
- ❖ Share and implement data-driven, equity-minded strategies





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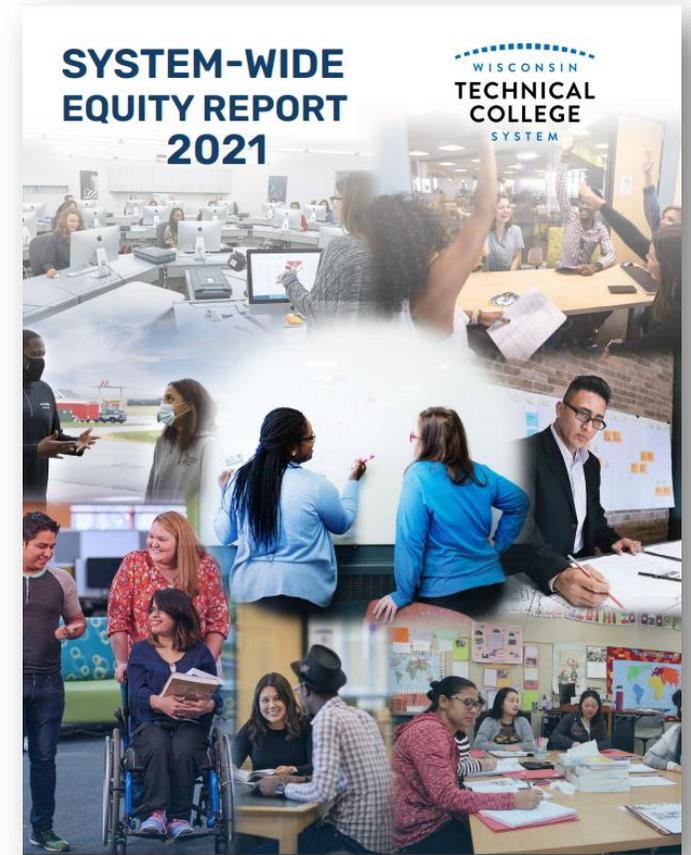
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# Highlights of Advocacy & Action Plan

# System-wide Equity Report

- 3 Sections
  - Institutional/System-wide Actions
  - Student data
  - Employee data
- Distribution focused on [digital copy](#)
- Physical copies for each college
  
- Interested in how being used, feedback, and questions.





# Interviewer Bias Training

**Goal:** Provide recruitment/interviewer tool for all colleges

- Launched in December of 2020. Followed up with Colleges in December of 2021.
- Almost all colleges are using it.
- Workgroup doing updating. Researching best practices.



# WisCORE (WTCS Conference on Race and Ethnicity)

November 10th and 11th, 2022

Milwaukee Area Technical College- Hybrid

## Goal:

Include students in WTCS conversations regarding equity and inclusion

## Objectives:

Connect students and employees of color and those focused on increasing equity and inclusion together to form a WTCS DEI network

Foster system-wide capacity and accountability around equity and inclusion

## Gain tools to:

- Create more inclusive campuses for students and employees
- Be an effective DEI leader while practicing self-care
- Navigate difficult spaces
- Amplify voices and experiences of minoritized students, employees, and community members



# WTCS DEI Certificate Project

- Support from System-wide Leadership Grant
  - Hired Project Manger
- Collaborate with FQAS and Mandy Johnson Professional Learning Consultant
- Currently planning phases of implementation beginning Fall 2022
- Faculty Fellowship Application – Call for Applications
  - Fellows will develop and provide course content that directly supports the DEI Certificate



# DEI Board Engagement

**Goal:** Provide information and resources to the District Board Members about Diversity, Equity and Inclusion and the impact on student success, employee retention and community partnerships.

- Collaborate with the DEI Certificate group to create facilitated learning opportunities for District Board Members
- Conduct a DEI Interest and Demographic survey of our District Boards Association
- Gather information on the onboarding and orientation to DEI topics for new board members
- Create a Toolkit of resources for DEI Board engagement, terminology, awareness and community action



- **Breakout Activity – Speaking the Same Language**
  - You will be assigned randomly into breakout rooms
  - Your facilitator will present a list of DEI terms that will appear on the DEI Board Engagement Survey.
- What terms do you know?
- What terms are new to you?
- What do you want to know more about?



- Breakout Activity – Speaking the Same Language
  - 1) Personal pronouns
  - 2) Intersectionality
  - 3) Equity
  - 4) Equality
  - 5) Microaggressions
  - 6) Racial Battle Fatigue
  - 7) LGBTQ+
  - 8) Inclusive Spaces



- Large Group Debrief – Speaking the Same Language
  - What was that experience like for you?
  - What do you want to know more about?
  - What other questions do you have?



# Call to Action

- Engage in the Board Survey
- Review the Equity Report and Appendix
- Reach out to WTCS DEI Committee with any questions and/or connect with your college's DEI experts



# Call to Action

“We will have to repent in this generation not merely for the hateful words and actions of the bad people but for the appalling silence of the good people.”

– Dr. Martin Luther King, Jr.





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*Thank You!*