

Campus Community,

Welcome to Fall 2020! While it looks a little different on campus, things seem to be going pretty well. Since everyone’s had a week to kick things off, it’s time for us to gear-up and start building “**ONE WKU**.”

The WKU Diversity, Equity, and Inclusion (DEI) Workgroup met frequently over the summer to create a solid plan for campus-wide education and trainings, dialogues, and, most importantly, actionable change. We realize this work takes a team to make a difference and that the notion of fostering “ONE WKU” will require reaching across aisles, honest dialogue, and clear communication; we are up for the challenge. Here are some of the things we worked on, as well as opportunities for participation this fall:

* The 2020-21 cohort of the ONE WKU Academy in underway. This first year will act as a pilot with the hopes of opening enrollment to the campus community in fall 2021. We have also been working closely with the Kentucky Council on Postsecondary Education to create a state-wide cultural competence certificate that will become a part of this initiative as well; there is promise the state initiative will be ready to go by January 2021. That program will begin with administrators, followed by faculty and staff, then students. The [DEI Workgroup Representatives](https://www.wku.edu/diversity/staff/) across campus will keep you updated on all of these efforts.

* The DEI Team created a three-year cycle, Calendar of [Traditions and Religious Observations](https://www.wku.edu/diversity/calendars/observances.php). Please consider placing these dates in future syllabi and consulting when planning other large-scale, campus-wide events. The Celebration and Awareness Days Calendar is under construction, but it will be completed soon.

         Campus Opportunities for Participation: We have organized a series of book & media groups discussions called “*From Dialogues to Doing*.” We all consume information differently, so options include nonfiction, fiction, podcasts, documentaries, and TV sitcoms. The idea is to use these materials as a springboard to engage in conversations about institutional racism and how we, in a collaborative effort, can create real change at WKU and in our communities. Special thanks to Robin Ayers, Holli Drummond, Tony Harkins, Lynn Holland, Donielle Lovell, Gayle Mallinger, Lauren McClain, Martha Sales, and Carrie Trojan for stepping up to lead! Visit the [One WKU Book & Media Group Registration](https://wku.co1.qualtrics.com/jfe/form/SV_aXA9W0mKYowocPH) for more information. Also, see attached documents for details.

         The DEI Workgroup teamed with Leah Thompson, our trained campus Deliberative Dialogue facilitator, to bring us opportunities to discuss the connections between slave-ownership and our named campus buildings. Deliberative workshops are a form of facilitated group discussion that provide participants with the opportunity to consider an issue in depth, challenge differing opinions, and develop views/arguments to reach an actionable position. The purpose is not so much to solve a problem or resolve an issue as to explore the most promising avenues for action. Visit the [Deliberative Dialogue CITL Registration](https://www.wku.edu/citl/events/events.php)site for more information **(**scroll down to Oct 9 & Nov 19, 2020**)**. Also, see attached documents for details.

Finally, in the next few days, the DEI Team will be sending, in a separate email, and invitation for all faculty, staff, and administrators to participate in a ***Campus Climate Survey***. The survey is designed to gain an understanding of our campus climate by learning about perspectives and experiences related to diversity, equity and inclusion. The data collected will be used to inform current and future decisions about creating and supporting a diverse, inclusive, and vibrant campus community.

We have much more to come…stay tuned!

Thank you for the work **YOU** do to make us,

One Campus.

One Community.

**#ONE WKU**.

[Molly](https://www.wku.edu/diversity/cdo/index.php) & [Michael](https://www.wku.edu/diversity/cdo/index.php)

…and the [DEI Team](https://www.wku.edu/diversity/staff/)