

2019-2020 STRATEGIC DIVERSITY & INCLUSION INITIATIVES



THE PRESIDENT'S COMMISSION ON INCLUSION

- Current Status
 - We will have approximately 30 Wake Forest Stakeholders
 - Meetings of the overall Commission and related subcommittees will occur throughout AY 2019-2020
 - It will focus on information gathering, evaluation, and actionable initiatives and outcomes
 - Majority of the outcomes will emerge from subcommittees
 - Past Presidential Commissions have resulted in long-lasting and impactful changes
- Under Development
 - The charge
 - The number subcommittees and focus areas
 - Chair or Co-Chairs

COMMITTEE ON THE INTERSECTION OF BIAS, EXPRESSION, AND CONDUCT

- Current Status
 - The committee will include students, faculty, and staff
 - Possible policy changes addressing “zero-tolerance for white supremacy” will be addressed by this committee
 - The primary aim is to examine more effective university response to conflicts between open inquiry and freedom of expression
 - The primary goal will be to improve the Bias Incident Reporting System
 - The committee will use case-study methodology, including cases specific to Wake Forest
- Under Development
 - The membership of the committee

THE HISTORIES OF WAKE FOREST PROJECT

- Current Status
 - Three areas of focus: The Original Campus; Curricular and Co-curricular Opportunities; Exploring the Relationship of the Current Campus to the Community
 - Respective points of contact for each area: Mary Tribble; Kami Chavis and Tim Pyatt; José Villalba
 - Dedicated email if seeking more information: historiesofwfu@wfu.edu
 - Historian Andrew Canady at Averett University commissioned volume of WFU History
 - Commemoration of 50 years of African American Women Residents at WFU 1/30/20
- Under Development
 - Opportunities specific to students, faculty, and staff
 - Dates for symposium related to the three areas of the Project

TRUTH, RACIAL HEALING, AND TRANSFORMATION INSTITUTE

- Current Status
 - The Institute will take place June 25-29 at Villanova University
 - The purpose of the institute is to work towards establishing a focus on TRHT principles around: building cross-community relationships,; authentic narratives; and understanding the relationships between race and racism in our internal and external communities
 - The TRHT framework will ground elements of our work in the year to come, and offer sustained points of engagement associated with being a member of this network of institutions
 - Confirmed Wake Forest TRHT Team: **Marianne Magjuka** – PHI/DOS; **Kate Pearson** – Rising Sophomore; **Joseph Soares** – SOC; **Erica Still** – ENG/ODOC; and **José Villalba** - CNS/ODI

DELIBERATIVE DIALOGUES AROUND BELONGING AND INCLUSION

- Current Status
 - The Deliberative Dialogue framework encourages broad involvement of the campus community
 - Previous Deliberative Dialogues have lead to action items, policy changes, and improved practices around diversity and inclusion
 - Action items will influence the President's Commission on Inclusion, the Histories Project, and other relevant initiatives
- Under Development
 - The Deliberative Dialogues Discussion Guide