



Equity & Inclusion Plan
DRAFT: December 4, 2020

Purpose

The WSUFA undertakes this Equity and Inclusion Plan in order to challenge systemic oppression and empower marginalized faculty members. It is imperative that we challenge systemic oppression to empower marginalized faculty association members through innovative and intentional equity and inclusion initiatives. Faculty must be empowered to lead efforts to foster learning communities that respect the inherent worth of all students, faculty, and staff based on values of justice, inclusion, and equity. We strive for equity within our union to ensure solidarity, and that our collective voice is an inclusive voice.

As a union that represents faculty in higher education, we have an obligation to educate, emulate, and lead with actions towards becoming model stewards for equity and inclusion. This leadership not only benefits our membership, it is in the best interest of Winona State University. This document reflects the vision of Winona State Faculty Association and we expect this living document to evolve in response to continued engagement with our union membership as we continue to develop a more inclusive collective voice.

The WSU FA is committed to supporting WGSS and Ethnic Studies to ensure that realization of Equity 2030, as our collective future necessitates a commitment to racial, sexual, gender, economic, and social justice. As data shows, diverse faculty and curriculum that acknowledges power and privilege are critical to the recruitment and retention of students of color and other marginalized students. We refuse to view equity and inclusion as frivolous efforts in an era of budget cuts and rather material necessities to the strength of our campus.

Definition of Terms in this Document

Diversity

The presence of people from outside dominant identity formations, including race, gender identity, sexuality, disability, socioeconomic status, nationality, or country of origin as well as multiple intersections of these identity formations. The intentional creation of groups in which people have differences from one another.

Inclusion

The creation of environments in which individuals and groups with different identities and experiences - particularly those in marginalized identities - are welcomed, accepted, and respected as fully engaged participants. Created by practices which transform dominant cultures to address the experiences of all, rather than just dominant groups.

Equity

Processes that provide fair treatment and barrier-free inclusion into society to ensure opportunities to grow, contribute, and lead.

Solidarity

Unity based upon our common interest as workers – one for all and all for one. Mutual support in solid unity to reject social identity divisions that “divide and conquer.”

Marginalized

Those in oppressed positions with limited access to power. For this document, this could include people of color, LGBTQ folk, people with disabilities, contingent faculty, and women.

Equity and Inclusion Through Solidarity

Our goals to achieve equity and inclusion recognizes that diversity does not necessarily lead to equity and social justice, but that equity and inclusion will lead to greater diversity. As Dean Spade, a queer and trans liberation activist and legal scholar of racial and economic justice, argues “solidarity across issues and populations is what makes a movement big and powerful. Without that connection, we end up with disconnected groups, working in their silos...and not building power.” We understand solidarity, as building strength from the margins to the center of our labor justice analysis (hooks, *Margins to Center*). Our struggles for justice for all are shared by all of us and we work to build power in order to achieve justice for all. We center those who are most impacted by injustices in our work places to direct this work. Our core values of equity and inclusion in a union context are the foundation upon which we build trust and genuine solidarity and unity among faculty, coaches, librarians, and counselors in our union.

Organizational Vision and Mission around Equity & Inclusion

Vision: A faculty association that works to achieve total equity and inclusion, where every member feels respected and represented, and an equitably empowered membership is reflected throughout all levels of governance and in the activities of the IFO.

Mission: Continue to develop and advance a culture, environment and structures that promote diversity, equity and inclusion. Implement and embed strategies throughout the Union that promote equity and inclusion with the intention of creating greater solidarity within the IFO.

Goals and Action Steps

There are 13 equity and inclusion goals organized into the below five action areas (in no particular priority order). Steps marked “Initiated” is an indication of whether or not the action step has been initiated within the WSUFA. “Lift” refers to a predication of how difficult it will be to complete each goal. Numbered action steps correspond to numbered leads and initiation status. The “Timeline” column refers to the timeline for each Action Step. Items marked as “Ongoing” are items that should not be assessed by reaching a particular threshold, but rather, should be constant efforts within our FA. Goals will be evaluated annually and presented at an All-Member Meeting on Equity Inclusion progress.

- I) Organizing for more equity and inclusiveness
- II) Support for marginalized faculty
- III) E/I learning opportunities and training
- IV) E/I curricular advocacy
- V) Strategic support and partnership with system and campus administration on Equity 2030
- VI) Prominently proclaim FA Equity and Inclusion vision and mission statements

I. Organizing for more equity and Inclusiveness

A. Focus on organizing marginalized faculty for membership, engagement, and activism.

Action Steps:

1. Identify and empower leaders among marginalized faculty.
2. Build and maintain relationships with union and administrative leadership at WSU with the goal of furthering E/I agendas.
3. Create opportunities for engagement of membership.

Lead	Initiated?	Lift	Timeline
1. FA President, Caucus Leaders	1. Yes	Medium	1. Ongoing
2. FA President, Executive Committee, Caucus Leaders,	2. Yes		2. Ongoing
3. Action Chair, FA President	3. Yes		3. Ongoing

B. Diversify WSUFA Governing Bodies – Faculty Senate, Executive Committee.

Action Steps:

1. Identify and support leadership around E/I initiatives;
2. Recruit marginalized faculty for Senate positions.
3. Increase representation of marginalized faculty, especially faculty of color, in the WSU FA Leadership.
 - a. The equity caucus members of exec Mary Jo Klinker, Fred Lee, and Jen Zemke, after serving on senate for a number of years, were recruited and mentored by an existing executive member. As equity caucus members and FA leaders we are committed to actively recruiting and mentoring marginalized faculty for leadership: we will create a online application for mentorship in executive and continue to invite leaders to run or be appointed.

Lead	Initiated?	Lift	Timeline
1. FA President, Executive Committee, Caucus Leaders	1. Yes 2. Yes 3. Yes	Medium	1. Ongoing 2. Ongoing 3. Ongoing
2. Exec Committee			
3. Exec Committee			

C. Provide equitable access to WSUFA leadership and governance to all members.

Action Steps:

1. Create and support equity caucuses.
2. Support marginalized faculty leadership and substantive allyship.
3. Develop new processes to remove barriers to access when marginalized members are not meaningfully represented.
4. Institute anti-racist and LGBTQ+-centered training for WSU FA Exec and Senate.

Lead	Initiated?	Lift	Timeline
1. Caucus Leaders	1. Yes	Medium	1. Ongoing
2. FA President	2. Yes		2. Ongoing
3. FA President, Executive Committee	3. Yes		3. Ongoing
4. Executive Committee	4. No		4. Fall 2021

D. Diversify WSUFA's Grievance Committee.

Action Steps:

1. Recruit, train, and support marginalized faculty for our grievance committee.

Lead	Initiated?	Lift	Timeline
FA President, Executive Committee	Yes	Light	Ongoing

Diversify Government Relations Committee.

Action Steps:

1. Recruit, train, and support marginalized faculty for the GRC.
2. Recruit, train, and support marginalized faculty to represent the WSUFA at Lobby Days.

Lead	Initiated?	Lift	Timeline
1. GRC Chair, GR Committee	1. Yes	Medium	1. Ongoing
2. GRC Chair, GR Committee	2. No		2. Ongoing

II. Directing and Coordinating E/I Efforts

Ensure diverse representation of WSUFA at DA

Action Steps:

Ensure and encourage access to equity committees and equity caucus membership at DA.

Lead	Initiated?	Lift	Timeline
FA President,-Caucus Leaders, Executive Committee	Yes	Medium	Ongoing during DA years

III. Support for Marginalized Faculty

Support and advocate for marginalized faculty in tenure and promotion, and/or evaluation, and regarding work climate/discrimination and hostile environment.

Action Steps:

1. Advocate for/ represent/ advise faculty experiencing discrimination.

2. Offer strategies via training to address systemic discrimination and hostile environment.
 - a. Workshops on race and whiteness, LGBTQ+ identities, 100% union literacy solidarity and co-liberation, and gendered and racialized impact of evaluations
3. Improve the orientation experience for marginalized faculty by providing better opportunities for Caucus Leaders to gather with new faculty.
4. Organizing around discrimination and work environment issues.
5. Develop plans to engage the specific needs of faculty with contingent appointments and increase representation of contingent faculty within WSUFA governance.

Lead	Initiated?	Lift	Timeline
1. FA President, Grievance Officers 2. Grievance Officers, Caucus Leaders, FA President 3. FA President, Exec Committee, Caucus Leaders 4. Action Committee Chair, FA President 5. CAC, Action Committee, FA President	1. Yes 2. Yes 3. Yes 4. Yes 5. No	Heavy	1. Ongoing 2. Ongoing 3. By Fall 2021 4. Ongoing 5. Ongoing

Equitable retention of faculty across racial identities

Action Steps:

1. Participate in cross-campus mentoring program for faculty of color
2. Assemble best practices for retention and recruitment of faculty of color.
3. Advocate for the recognition of additional demands placed on marginalized faculty (such as mentoring expectations, informal advising of marginalized students, and emotional labor, as well as others) in tenure and promotion processes.

Lead	Initiated?	Lift	Timeline
1. FoC Caucus, Faculty Senate 2. FoC Caucus, Faculty Senate, Search Process Committee	1. No 2. No 3. No 4. No	Heavy	1. Ongoing 2. By Fall 2020 3. Ongoing

3. FA President, Exec Committee, Grievance Officers, Chairs			
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Obtain and track statistics on hiring and retention of marginalized faculty.

Action Steps:

1. Make retention data request annually.
2. Work with administration to establish exit data collection and disseminate that data annually.
3. Ensure an administrative process is in place to document exit interviews of marginalized faculty. Request the data annually and utilize data to redress structural discrimination and create a more affirmative work environment.

Lead	Initiated?	Lift	Timeline
1. FA President, Faculty Senate 2. Equity Caucuses, Executive Committee, Ad hoc committees 3. Executive Committee, Equity Caucuses, Ad hoc committees	1. Yes 2. No 3. No	Medium	1. Ongoing 2. By Spring 2022 3. Ongoing

IV. E/I Learning Opportunities and Training

Provide member training/learning opportunities for E/I goals.

Action Steps:

1. Train faculty for survival and success per the IFO contract using E/I lens in annual workshop on PDP/PDR process including at least one member from each equity caucus.
2. Offer training/learning opportunities around E/I in organizing through the Faculty Development Committee and open to all campus bargaining units.
 - a. Workshops on race and whiteness, LGBTQ+ identities, 100% union literacy solidarity and co-liberation, and gendered and racialized impact of evaluations

Lead	Initiated?	Lift	Timeline
1. Faculty Development Committee, Caucuses 2. Faculty Development Committee, Caucuses	1. No 2. No	Medium / Heavy	1. Implement Spring 2021 2. Ongoing

V. Curricular Advocacy

A. Advocate for E/I in curriculum.

Action Steps:

1. Advocate for ethnic studies programs.
2. Advocate for and protect race and ethnic studies content in diversity requirements for general education fulfillment.
3. Advocate for disability studies.
4. Advocate for women's, gender, and sexuality studies.
5. Advocate for additional pedagogical shifts to support students of color, immigrant students, first generation university students, low income students and other marginalized students, including but not limited to the infusion of E/I across the curriculum.
6. Advocate for anti-racism graduation requirement
7. Advocate for funding for these curricular initiatives to administration.
 - a. Co-sponsor co-curricular events?
8. Advocate for Equity and Inclusion statement in syllabus
9. FA advocate the WSU administration to make campus-wide announcement supporting racial, economic, sexual, gender, and social justice curriculum each semester (redistribute risk from marginalized scholars and disciplines)

Lead	Initiated?	Lift	Timeline
1. Faculty Senate, FoC Caucus	1. Yes 2. No	Heavy	1. Ongoing 2. Ongoing
2. Faculty Senate, FoC Caucus	3. No 4. No		3. Ongoing 4. Ongoing
3. Faculty Senate, Faculty with Disabilities Caucus	5. No 6. Yes		5. Ongoing 6. Report to Senate
4. Faculty Senate, Women's Caucus	7. Yes 8. Yes		by Fall 2021
5. Faculty Senate, all caucuses	9. No		7. Ongoing
6. Faculty Senate, ARGR Workgroups			8. Ongoing

7. Faculty Senate, Exec Committee 8. Relevant Committees 9. Faculty Senate, Executive Committee			9. Beginning Spring 2021 and ongoing
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VI. Strategic Support and Partnership with Campus Administration on Equity 2030 or Other E/I Initiatives

A. Engage Campus Administrators on Equity 2030

Action Steps:

1. Develop relationships with campus administrators responsible for the design and execution of the Equity 2030 initiative with the goal of establishing mutually beneficial objectives around equity and inclusion.

Lead	Initiated?	Lift	Timeline
1. FA President, Equity Caucuses	2. Yes	Medium	1. Ongoing

B. Lead and inform Equity 2030 initiatives, using the IFO Equity Inclusion Strategic Plan as a guide

Action Steps:

1. Strategically share WSUFA E/I plan to inform partnered or parallel plans within the Equity 2030 initiative.
2. Offer leadership to the Equity 2030 initiative when initiative goals are consistent with the WSUFA equity and inclusion goals.

Lead	Initiated?	Lift	Ongoing
1. FA President 2. FA President, Equity Caucuses	1. Yes 2. No	Heavy	1. Ongoing 2. Ongoing

VI. Prominently proclaim FA Equity and Inclusion vision and mission statements

A. Post FA Equity and Inclusion Vision and Mission Statements on websites, social media and other relevant platforms.

Action Steps:

1. Post E/I statements and plan on both the FA Squarespace website (wsufa.org) and the WSUFA site on the winona.edu website.
2. Promote E/I statements, plan and actions on social media platforms (currently facebook, twitter and Instagram).
3. Report annually on progress toward the Equity/Inclusion plan.

Lead	Initiated?	Lift	Ongoing
1. Office manager 2. Office manager and social media managers 3. Executive Committee along with all included as leads in this plan	1. No 2. No 3. No	Light	1. By Spring 2021 and ongoing 2. By Spring 2021 and ongoing 3. Spring or Fall 2021 and ongoing