

# Antioch University Seattle

Diversity Council Spring 2024 Report

May 2024



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# YEAR IN REVIEW

The Diversity Council works to ensure that diversity, expressed in various forms, remains integral to excellence at Antioch University Seattle.

## Our Commitment

In radical recognition of our mission and purpose, we pledge to actively engage in ongoing development as a wholly inclusive community. Our commitment as a university community, we must be vigilant in our learning, listening, and action to advance change. We pledge to measure our progress as we act on our values of becoming an anti-racist, intersectional, and equitable culture on our campus where every member of the community, regardless of race, religion, gender, disability status, or socio-economic status, can thrive.

## Anti-Racism Value Statement

We recognize that confronting and combating racism is life-long work for all members of the Antioch University Seattle community. As a university community, we must be vigilant in our learning, listening, and action to advance change. We pledge to measure our progress as we act on our values of becoming an anti-racist, intersectional, and equitable culture on our campus where every member of the community, regardless of race, religion, gender, disability status, or socio-economic status, can thrive. This work belongs to everyone.

## SUMMER 2023

### Diversity Council Retreat

[Establishing our 2023-26 Goals](#)

### Diversity Dialogues led by Diversity Fellows

JULY 2023 | Mona Jones, *Funny You Should Ask: Examining the Role of Comedy in Social Change*: An exploration into driving change and confronting oppressive forces that manifest as 'hecklers' in our lives

AUGUST 2023 | Jessa Farr, *Diverse Minds, Inclusive Designs*: A neurodiverse panel discussion on Universal Design in Learning Spaces, focused on inclusive approaches to accommodate diverse learning needs and fostering an accessible educational environment.

### Trainings for Students, Leaders, and Groups

Financial Aid and Students Services Workshop

Special Seminar: Alina Santillan, *Solidarity Is An Action: How We Transform Our Educational Institutions Into Spaces that Center Anti-Racism, Equity & Justice*

# FALL 2023

## **AUS Race & Equity Center Website**

Launched in October 2023, featuring AUS' commitment to equity, antiracism, inclusion and belonging, the work of the Diversity Council, Diversity Goals, and highlights of other aligned work university-wide

## **Diversity Dialogues led by Diversity Fellows**

SEPTEMBER 2023 | *Annabelle Falloria, Constructing and Deconstructing Professionalism: A discussion about its roots in coloniality and its application as a student and future employee in mental health field*

NOVEMBER 2023 | *Lindsay Thomas/Porter Woody, Microaggressions at School: How Are We Handling Them? Delving into our experiences of microaggressions in the classroom and how we can better navigate them with one another*

NOVEMBER 2023 | *Angela Banks, Life On the Margins: The Experience and Uprising of Marginalized Folx at AUS: Discussions of experiences of faculty with marginalized identities and exploring how their experiences underscore the importance of fostering inclusive, equitable, and supportive academic environments*

## **Fall Welcome Weekend**

Welcomed new students, shared AUS values, commitments and culture; community building

## **2023-24 Peer Mentoring Program**

The program commenced in the Fall of 2023

# WINTER 2024

## **A view of EDIB through the AU lens**

Conversation with AU Antiracism Task Force (ARTF) Co-chair, Pia Alexander: Review of ARTF Year Two Report and Actions Taken

AU's inaugural Head of Equity Diversity Inclusion and Belonging, **Dr. Stephanie Helms Pickett** began her work, January 2024. In April 2024 Dr. Helms Pickett met with AUS students, staff, faculty and administration to hear diversity, equity, inclusion and belonging needs and ideas for our university community. **Read an interview with Dr. Helms Pickett by Jason Nighthawk.**

## **Diversity Dialogues led by Diversity Fellows**

FEBRUARY 2024 | *Jessa Farr, What does SIZE got to do with it? Learn about the lived experiences of weight stigma and what you can do to prevent it*

MARCH 2024 | *Tika Smith, EmpowHer Hour: The Angry Black Woman Stereotype" in the Workplace. Learn about the resources available. No one should be afraid to speak up against such racial biases.*

## **Training for Faculty and Staff**

Safe Zone Training (Wtr 24) led by Dr. Fiona O'Farrell

## **Training for AU Community**

Racial Healing Circles for National Day of Racial Healing

## **World Day of Social Justice**

Contributions from the AU Community: *What Inspires you to stand for social justice?* Submissions shared in the DC February 2024 Newsletter and posted in AUS lobby.

# SPRING 2024

## Training for AU Community

LEARN Suicide Prevention,  
WA State Department of Veteran Affairs

## Diversity Dialogues led by Diversity Fellows

APRIL 2024 | Mel Glaze, *Connecting Culturally in Community*

MAY 2024 | Sandra Larson, *Locked Up & Left Out: Unpacking Substance Use, Prison Systems and Diversity & Inclusion*



# PROGRESS TOWARD 2023-26 DIVERSITY COUNCIL GOALS

## Increase and Improve Diversity Related Communication

AUS Race & Equity Center launched October 23'

AU HEDIB (Head of Equity Diversity Inclusion Belonging) Town Hall Candidate Review, community participation

Diversity Council Newsletters

Diversity Dialogues led by Diversity Fellows 23'-24'

Conversations on EDIB: AU leadership, Dr. Stephanie Helms Pickett, (HEDIB) and the ARTF Co-Chair, Pia Alexander

AU Transformation and Racial Healing Center - Racial Healing Centers/AUS Healing Spaces

AUS Faculty, Students, Staff present and participate in Student Success Symposium 2024

Campus Climate Reporting System (Est. 2023)

AU Climate Survey 2023

Welcome Weekend (Fall Student Orientation)

Student Success Stewards (Community

Building/Peer Mentoring/Student Support)

## Safe, Effective Ways for Students to Address Grievances, Injustices, & Inequities

Campus Climate Reporting System (Est. 2023)

Campus Climate Reporting Team/Anti-Bias Committee (Est. 2023)

Student Assemblies and Brown Bag Meetings with administration (quarterly)

Program Community Meetings

Safe Zone Training

# PROGRESS TOWARD 2023-26 DIVERSITY COUNCIL GOALS



## Evaluate and Improve Student Success & Student Retention

LatinX Mental Health Symposium - Fall 2023  
Welcome Weekend 2023  
Safe Zone Training 2024  
AU Student Success Symposium 2024

## Improve Cultural Competency Across the Campus

AUS partnered with WACC to support internships/practicum in 2023-24  
Incorporation of social justice, equity and cultural competencies in courses (program level)

## Increase Diversity Among Students, Faculty, Staff and Administration

AUS student enrollment increased by 3% points between 2021 and 2022 with a nearly 2% point increase in students who identified as BIPOC.

The total number of AUS full time faculty did not change between 2021-22 and 2022-23, however, there was overall a 6% points increase in faculty who identify as BIPOC. The total number of AUS part-time faculty did not change between 2021-22 and 2022-23 with a nearly 2% point increase in students who identified as BIPOC.

## Maintain Mentoring Program for Antioch University Students

Peer Mentoring 2023-24 (students)  
WACC partnership with AUS Student Success to support peer mentoring

## Enhance Support Services for Working with Persons With Disabilities

Disability Support Services staff receive support, awareness, and training  
Student Success Symposium and Series 2024

## Increase Student Support Services for International Students

Support for AUS international students through the admissions processes and student services

## Demonstrate Leadership in Diversity & Social Justice Causes in the Larger Community Beyond Our Campus

Continuing Education department and Diversity Dialogues open programming and workshops to community-at-large  
Community participation in Antioch University Truth, Racial Healing & Transformation Committee planning

# National Heritage Months And Cultural Recognitions

AUS honors our diverse community by acknowledging National Heritage months, days, and cultural recognition throughout the year. This list is ever growing. These observances provide us with an opportunity to learn about the rich historical, cultural, and societal dimensions of various identities that have often historically experienced marginalization. It also allows us to share our appreciation for their many contributions that we recognize have been often in the face of historic and systemic exclusion. AUS uplifts the importance of lived experiences and cultural heritages daily.

*"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." Letter from Birmingham, Alabama jail, April 16, 1963*

Visit the AUS Race and Equity Center for more information.



## Interested in getting involved?



## Join the AUS Diversity Council!