



In January, we celebrated the mission, message, and actions of Martin Luther King, Jr. Diversity is something we should celebrate all year. This newsletter describes some of the diversity efforts at WCU.

FOSTERING DIVERSITY AT WCU

Whether you are a new employee or already part of the Western Carolina University family, you will find that WCU is committed to celebrating the differences and recognizing the similarities among all members of our campus community. Too often, higher education institutions focus solely on numerical and compositional diversity of ALANA (African American, Latino, Asian or Native American), or underrepresented populations (i.e. gender, sexual orientation, socioeconomic status, ability, religion, national origin, language). The effort to increase diversity on campus should not be perceived as merely altruistic, nor solely for the benefit of a select group of students. In order to prepare all graduates of the institution for the diversity they are likely to experience in their future communities and workplaces, all students must have the opportunity to experience that diversity in their classrooms, residence halls, student employment settings, and social/recreational activities. Simply put, we must provide students with a diversity of thought and experience.

Similarly, it is equally important to provide our employees with a diversity of thought and experience. Feedback from the Spring 2013 Staff Senate survey revealed the following:

- 78% of respondents feel it is important that WCU is committed to diversity (88% of underrepresented minorities and 83% of women)
- 60% of respondents feel that WCU is committed to diversity (42% underrepresented minorities and 63% of women)
- 48% of respondents feel that WCU offers a variety of diversity related programs for staff
- 27% of individuals stated they had experienced insensitivity to diversity issues while on the job (38% of underrepresented minorities, 27% of women)

CONTACT US!

staffsenate@wcu.edu
staffsenate.wcu.edu
pinterest.com/wcustaffsenate/



UPCOMING DIVERSITY EVENTS AT WCU

Black Heritage Expo

February 10–12, 2014, Various times
Grand Room (3rd Floor, UC)

Girl Rising (film)

February 13, 2014, 7 p.m.
Grand Room (3rd Floor, UC)

The Vagina Monologues

February 28 & March 1, 2014, 7 p.m.
Grand Room (3rd Floor, UC)
For more information about tickets, please contact ica@wcu.edu.

Women's History Month Opening Reception

March 3, 2014, 3–4 p.m.
Multipurpose Room (2nd Floor, UC)

Carolina Chocolate Drops

Monday, March 3, 2014, 7:30–9:30 p.m.
Bardo Arts Center Theatre
\$10 for faculty, staff, and community
(ace.wcu.edu)

An Evening with Gloria Steinem

March 6, 2014, 7:30 p.m.
Bardo Arts Center Theatre

Finding Your Direction: Diversity and Your Work Style

March 11, 2014, 3-4 p.m.
KA 136

TRANsAction Day

April 3, 2014, all day
Grand Room (3rd Floor, UC)

Black Awareness Week

April 7 – 11, 2014
Various locations

FOSTERING DIVERSITY AT WCU (CONTINUED)

The university has made several efforts to address some of these issues. The Council on Diversity and Inclusion drafted and proposed an institutional statement on diversity. Additionally, the Office of Equal Opportunity and Diversity has offered a number of diversity trainings to employees this academic year. Further, the College of Education and Allied Professions' Diversity Committee has partnered with Human Resources and other offices on campus to pilot a "Diversity Welcoming Committee" as part of the on-campus interview process for both faculty and staff positions. The committee provides any and all candidates an opportunity to learn about resources and services available to diverse populations on campus as well as the local community. Although these are worthy programs and initiatives, the university recognizes that it can, and should do more to ensure that WCU is a welcoming and inclusive environment for all members of the community—including our non-faculty employees. You can learn more about the offices that provide leadership and guidance on diversity by accessing the resources on [Campus Link](#).

Contributed by James Felton, Director, Intercultural Affairs

STAFF DIVERSITY AT WCU

This article describes staff diversity at WCU based on the Equal Employment Opportunity Plan and Affirmative Action Summary Report of 2011-2012. Diversity describes a myriad of differences. I will limit discussion to descriptive statistics of staff. The goal of the University's EEO planning is to represent women and minorities to the same extent as represented in national labor market groups.

WCU's total work force in 2011-2012 represented 5.9% minorities and a national minority availability of 15%. Females comprised 51% of employees. Total staff included 5.4% minorities. Women accounted for 54.9% of staff. Therefore, staff minorities are less than the expected national availability.

The Office of Human Resources and Equal Opportunity and Diversity Programs monitors this data annually and reports the results to Chancellor Belcher.

*Contributed by Henry D. Wong
Director, Equal Opportunity & Diversity Programs*