

WACUHO plan for 2017-2018 (To be made public on July 6, 2017)

As we begin our terms of service as the new executive committee for WACUHO, we want to take a moment to honor the work of those executive committees and professionals that have come before us. Much has been done over the past 61 years to advance our profession and our association, and it is our hope that we will successfully build on this foundation to further enhance the Association.

A lot has also changed in our society, field, and functional areas over those past 61 years. “The World has seen watershed moments in economics, technology, culture, educational practices, societal norms, human rights, legal definitions and Political influence. Along the way, almost every step of that evolution has affected how residence hall life is created, managed, and experienced.” (Blattner, Cawthon, and Baumann; ACUHO-I Campus Housing Management, Volume 1, 2013). Our colleagues who have led WACUHO over the years have been on the forefront of those changes and have worked to adapt and enhance our practice.

As an Association, we have always been on the cutting edge of inclusion and equity, passing an affirmative action statement in the late 80s (which became the foundation of our statement on inclusivity today), establishing the Diversity and Affirmative Action committee in 1985, and discussions around the changing landscape for our gay and lesbian colleagues in the 1990s to create a more inclusive Association, we have been leaders in creating an inclusive association.

At the same time, we also need to acknowledge our history is intertwined with that of our country, our society, and our field. This history has grounded WACUHO’s current systems and structures on foundations of power and privilege which we need to recognize if we are going to significantly impact and change them, at least for our association. These same systems have created feelings of marginalization and disconnect for many of our colleagues. We, as an organization have the opportunity to explore new and additional ways to continue making our Association better and more inclusive on an individual and systematic level.

As identified in previous assessments, research and the personal narratives of lived experiences with our organization, we have identified three groups of focus for the 2017-2018 academic year:

- Professionals of color (Specifically professionals who identify as black or African American)
- Professionals with differing abilities
- Professionals with varying gender identities

Many people have done excellent work to make sure people have felt included. Yet more work needs to be done. Over the past year, outgoing President Cindy Derrico, myself, and the 2016-2017 executive committee have worked on setting up some foundational changes for the future. The current executive committee looks forward to building upon this good work, and implementing new structures and processes as well.

To that end, we want to announce the following actions the 2016-17 and the 2017-2018 executive committee has been working on and will continue to work on for the 2017-2018 academic year in order to positively impact equity and inclusion of the Association:

1. Created the WACUHO Task Force on Equity and Inclusion and appointed Crystal Lay, of UC Berkeley as Chair of the new **WACUHO Task Force on Equity and Inclusion** (May 17, 2017). The charge for this committee can be found [here](#).
2. Appointed the Chair of the WACUHO Task Force on Equity and Inclusion (Crystal Lay) as an Ad-Hoc (non-voting) member of the Executive Committee (June 2, 2017)

3. Explore a **Presidential Apprenticeship** for new professionals historically underrepresented and disenfranchised to work with the executive committee (including attendance at executive committee meetings) to begin in the 2018-2019 year
4. Set up an anonymous reporting mechanism for members of our Association to share frustrations and solicit opportunities to address marginalization both on an ongoing basis and at our events
5. Commissioned the **WACUHO Task Force on Equity and Inclusion** to develop a climate assessment for the Association and propose a by-law change requiring an assessment of our membership on issues of equity and inclusion every two or three years (June 29, 2017)
 - a. Included in this assessment would be asking what members need from our organization to feel included
 - b. In addition, this assessment would solicit feedback for ideas on new professional networks that need to be developed within the association
6. Accept proposals from our members to develop new networks, setting aside money for the 2017-2018 year and work to operationalize for the 2018-2019 budget. Current networks developed or in development that we are aware of:
 - a. **WACUHO Network for Professionals of Color (approved on May 22, 2017 with an annual budget of \$400). For more details, see approved proposal [here](#).**
 - b. **Sexuality and Gender Minority Network (in process)**
7. Propose by-law changes to require **executive committee members** (and potentially the WACE leadership team) to be trained each year during the annual transition meeting and/or first in-person meeting in the fall. This training would be approved by the **WACUHO Task Force on Equity and Inclusion**. Propose operationalization of a budget to support this effort.
 - a. We recognize more training needs to be done, and anticipate in future years we will expand training efforts. We believe it is important to begin with the leadership of the association for this upcoming year.
8. Commissioned the **Strategic Planning Task Force** to review our mission, values and goals to reflect inclusion and equity initiatives (June 29, 2017)
 - a. Propose new mission, values, and goals at the 2018 Annual Business Meeting to be voted on by membership no later than the 2019 Annual Business Meeting.
9. Commissioned both the **Strategic Planning Task Force** and the **WACUHO Task Force on Equity and Inclusion** to review the executive committee structure to determine whether changes could be made to provide more opportunities for inclusion (June 29, 2017)
 - a. Propose any new changes to the structure of the Executive Committee at the 2018 Annual Business meeting to be implemented for the 2019-2020 academic year.
10. Appointed an executive committee liaison(s) to the state of Hawaii to reach out to schools during the 2017-2018 year to determine opportunities to be more inclusive of those schools (June 29, 2017)

These action items are merely the start. It is our hope that during this year, the WACUHO Task Force on Equity and Inclusion will propose more action items for the executive committee to consider. In addition, we hope the Strategic Planning Task Force will also weigh in and share action items for our executive committee to consider.

The executive committee cannot do this work on our own, however. We need your help. Here are the actions we would ask you to consider taking as members of the Association:

- Hold us accountable for the items above and other items we announce over the course of the year
- Provide us feedback on the topic of equity and inclusion by emailing any one of the executive committee members
- Submit proposals that enhance WACUHO as an inclusive organization

- If you have yet to get involved with WACUHO, or it has been a while since you last were involved, consider joining a committee. Opportunities exist at the following link: <https://tinyurl.com/WACUHOgetsinvolved>
- Use your expertise and consider chairing or co-chairing a committee for the 2018-2019 year
- Run for an executive position for 2018-2019

By working together, WACUHO can be on the cutting edge and a role model for inclusion across the country. It is our hope that by impacting our own association, we could lead the way in further developing our field that dismantles systemic power and privilege and rebuilds a system that centers everyone instead of only a select few.

