

## **Charge for the WACUHO Task Force on Equity and Inclusion:**

Given the WACUHO Statement on Inclusion:

*WACUHO embraces the benefits that are derived from the inclusion of diversity in the Association. Members make significant contributions from all areas of higher education and at every level of responsibility. Various perspectives shared by our members, inclusive of ethnicity, age, gender, religious preference, sexual orientation, differing abilities, race, gender expression, socioeconomic status, or spirituality add a dynamic which enriches the membership and mission of the Association. WACUHO encourages all to actively participate in its programs, events and activities. WACUHO welcomes and values all perspectives and empowers all members to feel valued.*

It is the responsibility of the Executive Committee of WACUHO to lead the way and ensure professionals with various identities feel included within our organization. It is critical to acknowledge the important advances made since the establishment of our association sixty one years ago to create a more equitable and inclusive organization.

Given self-reported experiences of professionals within our organization, and data collected in 2012 and 2016, for some of the groups mentioned in our statement on Inclusion, we lead the way in providing a space that welcomes and values perspectives and identities who are often marginalized. We also have heard that more focus needs to be given to expand these inclusion initiatives with other identities who may not feel as welcome in our organization. It is our hope that by focusing on professionals who have communicated they have felt marginalized by our organization, we will insure that WACUHO comprehensively leads the way at providing space that welcomes and values perspectives and identities and empowers all members to feel valued by our organization. In doing so, we believe these efforts will help us meet the goals of the WACUHO statement on inclusion.

In particular, previous research and personal narratives of lived experiences within our organization have identified three groups of focus for the 2017-2018 academic year:

- Professionals of color
- Professionals with differing abilities
- Professionals with varying gender identities

These groups were selected because professionals with these identities have communicated that regardless of the intention of our organization, the impact of our organizational systems has created an environment in which their voices have been marginalized and sometimes silenced. This has impacted their involvement and engagement with the organization.

The mission of the WACUHO Task Force on Equity and Inclusion is to hold the president accountable for ensuring all members feel welcome and have a voice in our organization. In addition, the Task Force should advise the President and the Association on ways to further celebrate, honor, and create an equitable, inclusive, and diverse environment for our Association members. By doing this, it ensures the Association allows for all professionals to feel welcome and have a voice in the leadership of the organization.

In addition, the task force is charged with making recommendations on other efforts to increase inclusion in our association. This may include identifying additional groups beyond the three listed above for focus on our inclusion efforts.

Finally, the task force is charged to advise and support the Executive Committee in implementing goals for 2017-2018 year which include:

- Develop and implement the following initiatives:
  - A WACUHO climate assessment, purposed to benchmark inclusion efforts as they align within our own organization and potentially with other regions.
  - A rubric or comparative data to reflect our inclusion efforts at the Annual Conference and Exposition to ensure we have goals and benchmarks in mind for equity and inclusion.
  - An anonymous reporting mechanism and response protocol for incidents of marginalization (including microaggressions) within our organization, our events, programs and initiatives.
- Increased involvement and engagement of professionals with the groups of focus listed above in the 2018-2019 academic year. Measures of success include:
  - Nominations for the executive committee.
  - Election of the 2018-2019 executive committee.
  - Committee chair and co-chair positions.
  - Awards and Scholarships at the 2018 Annual Conference and Exposition.
- With the Strategic Planning Task Force, begin work on an updated 2020-2025 Strategic Plan
  - Revision of mission and values of the organization to reflect more inclusion and equity.
  - Setting long term plans and efforts on equity and inclusion for future years to ensure long term success.