

August 1st Live Broadcast:

Greetings! After last month's live broadcast, we thought it would be good to do a second broadcast to update you on more items around equity and inclusion AND to discuss some of the things we are working on for WACE 2018 in San Diego.

Before we jump into what is happening with WACE, I wanted to take an additional opportunity to once again acknowledge those colleagues currently struggling with the events in our country right now. Let me say specifically to our trans* and non-gender conforming colleagues that you are absolutely not a burden on us. It stinks I have to say that as it should be obvious, but I recognize it isn't obvious given our country and society. If anything, it is we who owe you apologies for the extra burden the system has placed on you to navigate and succeed as a housing professional. It is our commitment to work towards being less of a burden. As we continue to discuss WACE, we will be looking at ways to make it less of a burden for you to join us in San Diego. If there are things we miss, please let us know.

A lot of great WACE conferences have happened in the past. The WACE leadership team (comprised of the conference chairs, exhibits, host, programs, corporate partners and marketing/registration) this year have been working on building of the successes we've had, and integrating the concepts of equity and inclusion and really moving our field forward into this year's efforts. The team has come up with a mission statement for WACE 2018:

The WACE 2018 Conference aims to REACH the diversity of WACUHO membership and engage in professional development that sparks curiosity, inspires growth, and fosters an environment of thriving inclusivity”

Based on what folk have been experiencing, we are excited to discuss some of the planned changes to the WACUHO Annual Conference and Exposition for 2018 in San Diego:

WACE plan

1. One-Day drive in conference on the Sunday that WACE starts that will be low or no cost for folk to attend. This would also be open to individuals who may not be able to register for the annual conference. The topic will be centered around equity and inclusion. Our main goal is to have conversations that work towards dismantling white privilege. More details to come, but this is the direction we are going.
2. We are committed to gender pronouns being listed on official WACE 2018 name tags. We are currently exploring ways to do this in which trans* folk won't feel pressure to out themselves if they choose not to.
3. We have ensured designated gender inclusive rest rooms within the programs area for convenience. Half our bathrooms (2 of the 4) will be gender inclusive.
 - a. Our hope for the future will be 100%, and we recognize there is more work to do as an Association here, but we have begun the process of including this as part of our request for proposals from hotels.
4. Provide blocks of ADA rooms for our members who require special needs
5. Provide time at the annual conference for various networks of individuals with marginalized identities to gather, connect and discuss opportunities for future development efforts. This is something we have done in the past, and it is something we have heard has been missed.

6. We are currently seriously exploring the opportunity with our corporate partners to provide transportation (via charter bus) at low or no cost from Northern California to San Diego so that new professionals could more easily attend the annual conference and exposition. The idea would be for the bus to leave on Saturday from Northern California so that Sunday, new professionals could participate in the drive in conference on Sunday.
7. To help with the cost of hotels, the host committee is working on a roommate matching service that would allow professionals the opportunity to split rooms with one or three other professionals to keep costs down. For example, if the rooms cost \$200 per night, splitting with three others could bring that cost down to \$50. Over the course of four nights, this brings the cost from \$800 for hotel down to \$200.
8. We are also bringing back the faculty in residence program for WACE. We are planning on having one or two faculty in residence and once those names are confirmed we will let you know.
9. In addition, the WACE team has been expanded and we have created a new Marketing/Registration committee to go with Host, Programs, Exhibits and Corporate partners. Our hope is that with expanded focus on Marketing and Registration efforts, our communication will be cleaner and generate more excitement.
10. Our goal is to have a call for program proposals out in October so that we can let people know what programs are being offered when they register for the conference. We hope this will make it easier for people to get the professional development funds they need to support attending the conference and at the same time might allow professionals the opportunity to know what they might be interested in investing in themselves.

There are additional changes happening as well. Please keep an eye on your WAVES newsletter on a monthly basis for new and exciting updates.

I'll pause to see if there are any questions in regards to WACE 2018.

Pause.

In addition, after last month's live feed, we heard that people wanted to be able to use these live broadcasts for some potential dialogue or conversations. I'd like to share a big shout out to Sacramento State who is following along among others out there. One of the things they asked us to talk about is WACUHO as an organization, ways to get involved and our vision of equity and inclusion.

Let me start by sharing that WACUHO started in 1957. From the official history of WACUHO: John Yarborough, Director of Residence, Stanford University writes of a new association of Housing Officers, known as CACUHO (California Association of College and University Housing Officers)

"There are many housing problems common to California Universities and Colleges. For some time now a number of us have been talking about forming an organization that will bring us together once or twice yearly where we can discuss our various difficulties. With this thought in mind, Christine Ricker and John Yarborough, Stanford University, join with their friend, Don Watts, California State Polytechnic College, to extend you an invitation to help us form a California Association of University and College Housing Officers."

“Each of us has his own problems, as you well know. But there are many common problems which we can solve by pooling our experiences. That is why we are going to try to form a group at Stanford University on March 27th. At this time we want you to be there to give us the benefit of your thinking.”

At our heart, WACUHO serves to exist by pooling our experiences to better do our work. Our mission is to provide innovative, relevant professional development programs and opportunities, relevant resources to our members to better serve students, build and maintain meaningful connections, and develop the leaders of tomorrow.

Our vision of equity and inclusion comes from our inclusivity statement and agreement:

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.

Finally, if you want to start getting involved with WACUHO, there are a few options for you:

- Engage in our social media spaces! Post questions, ask for feedback, connect with other professionals here! We also have a few other pages we want to mention:
 - WACUHO New Professionals page
 - Equity and Diversity Awareness page
 - Although the engagement on social media hasn't always been vibrant, it is our hope we can encourage and be a catalyst for more engagement between professionals
- Attend a conference or event. We have many throughout the year:
 - RAPs in the North, Central, and Southern portions of California
 - Women of WACUHO Drive in Conferences in Northern and Southern California
 - Other drive in conferences that are currently being developed
 - At these events, you can meet people
 - Our shining gem: The WACUHO Annual Conference and Exposition (WACE) in San Diego California, as mentioned at the beginning of this broadcast!
- Join a committee:
 - As a new professional, the committees that many new professionals enter our organization include the RAP planning committees and New Professionals committee. In fact, in 1994-1995, that was MY first WACUHO committee. Other committees have ALSO been an entry point.
 - If you are new to the region, or aren't a new professional but haven't been involved before and have experiences in other regional organization, feel free to reach out to myself or another executive committee member so we can help get you plugged in where it makes most sense for you. You are free to join any committee, but if you want a more guided approach, we are open to assisting you.
 - Committees generally start filling up after the annual conference each year. Some committees currently are full (for example the WACE 2018 planning committee) – but

many committees are still open to join – all year round! Go to our website and check out what we have to offer. We will post a link below for you once the broadcast is over.

Hope this helps you better understand our organization! Again, I'll hang out for questions if you have them. Have a great afternoon and we will see you this year at one of our events!