

## OFFICE OF THE PROVOST

## INCLUSION AND HUMANISM TASK FORCE

### Rationale

Based on preliminary results of ongoing focus group surveys conducted by the Office of Institutional Research, it has been determined that a task force should devise a strategy for addressing the role of humanism, diversity and inclusion in workforce development and humanistic education at WesternU.

### Charge to Task Force

The Inclusion and Humanism Task Force (IHTF) is charged with crafting a blueprint for engaging a cross-campus dialogue including students, faculty, staff and patients. This plan will include collecting their narrative experiences and recommendations; articulating a consistent vision for the integration of humanism, diversity and inclusion; examining diversity and its sociodemographic representation in University programs and processes; assessing curricular content and coverage related to this topic; analyzing internal as well as external workforce data; and identifying and cataloguing current best practices to shape evidence-based advice to University leadership, the Board of Trustees and the University at-large.

### Leading Questions

How does/should WesternU define humanism, inclusion, and diversity?

What is/should be the relationship between the University's Mission and its commitment to diversity, inclusion and humanism? Does the University's mission statement and non-discrimination policy adequately characterize the nature of our commitment to diversity and inclusion? Does our commitment to diversity, inclusion and humanism require more of the institution beyond a commitment to non-discrimination in our policies, processes and practices?

Do all students, faculty and staff feel equally included in the life of the university?

### Time frame

Progress reports to Provost every quarter starting June 2018

Completion of a written plan for addressing leading questions by Dec. 2018

### Task force members

1. Dr. Stephanie Bowlin, Dean CAHP and Deputy COO
2. Dr. Mirabelle Fernandes Paul, Assist. Dean, COMP NW Student Affairs
3. Dr. Christina Goode, Prof. and Assoc. Dean GCBS
4. Dr. Beverly Guidry, Vice President for University Student Affairs
5. Dr. Edward Junkins, Prof. and Assoc. Dean COMP-NW
6. Dr. Neil Patel, Senior Assessment Analyst, Institutional Research
7. Dr. Juan Ramirez, Director of Institutional Research, Chair
8. Dr. Elizabeth Rega, Assoc. Vice Provost

## OFFICE OF THE PROVOST

## INCLUSION AND HUMANISM TASK FORCE

Does our curriculum accurately and consistently portray diversity to ensure culturally-aware health care and education? Do our current curricula adequately lay the foundation necessary for work and practice in an increasingly diverse and globally integrated society?

Are our clinical services meeting the needs of increasingly diverse populations and achieving quality health outcomes for all subgroups?

Are our recruitment and data collection strategies and policies for students, staff and faculty sufficient to insure a consistently diverse and successful talent pool?

Do/should student and faculty support services and co-curricular programs engage campus diversity and inclusion?