

## **2020 Wessler Report Recommendations**

**Recommendation 1:** Facilitate a full day workshop with faculty and staff on understanding the results of the focus groups and on skills for responding and preventing bias, stereotypes and degrading language

*In 2020, Employee orientation included a workshop reviewing results of focus groups and skills for responding to and preventing bias, stereotypes and degrading language. In 2021 a team of students was trained to present a follow up workshop, but COVID interfered. The '23-'24 IDEA team will be ready to present the workshop in a shorter format.*

**Recommendation 2:** Present a workshop on implicit or unconscious bias, with a focus on racial bias, for faculty and staff

*Workshops addressing implicit or unconscious bias have been offered once a year but have not been required. The '23-'24 IDEA team will be ready to present workshops on this topic for different departments or at an employee meeting.*

**Recommendation 3:** Present workshops on implicit or unconscious bias, with a focus on racial bias, for students

*Workshops addressing implicit or unconscious bias have been offered once a year as part of Orientation, MLK or Annual Conference programming, but have not been required. The '23-'24 IDEA team will be ready to present workshops on this topic for students.*

## **2020 Wessler Report Recommendations**

**Recommendation 4:** Present workshops for students on understanding the results of the focus groups, the impact of degrading language and conduct and learning practical skills for intervening in respectful ways

*This was offered in 2021. The IDEA Team will integrate this content into student workshops as part of Orientation or Capstone.*

**Recommendation 5:** Present workshops with the purpose of reducing harassment and degrading language relating to gender

*The IDEA Team will integrate this content into student workshops as part of Orientation or Capstone.*

**Recommendation 6:** Create a Respect Team (IDEA) consisting of students and faculty advisors to address issues of bias, degrading language and conduct

*The IDEA student team was created following the 2020 Wessler Report. This year we decided to integrate the team into the RA model going forward, and the first years are currently training on the topics and curriculum.*

**Recommendation 7:** Facilitate a multi-day training-of-trainers to prepare faculty and staff to facilitate the workshops in Recommendations 4 and 5.

*This will happen in the spring and summer of 2023 and regularly thereafter.*

## **2020 Wessler Report Recommendations**

**Recommendation 8:** Facilitate a workshop on LGBTQ issues for faculty.

*Workshops have been offered annually to faculty on LGBTQ issues. The IDEA Team will work with students and the Transgender Resource Center to continue to develop and offer trainings.*

- In addition, the school ensure that there are enough single stall bathrooms to accommodate transgender, non-binary and gender queer students and faculty-staff.

*This is a work in progress; bathrooms have been made more accessible over the last few years and the Master Plan and any other facility renovations will take these needs into account.*

- the school contract with an LGBTQ therapist to work with LGBTQ students who are dealing with mental health issues. This was recommended both by members of the Closet and by faculty-staff who are knowledgeable about mental health issues and treatment.

*We cannot legally restrict hiring to certain identities; we have identified providers through other agencies who are organized around providing services to specific constituencies. We will continue to seek providers who represent different identities and communities.*

- the school seeks to hire more LGBTQ faculty and staff. This would provide role models for LGBTQ students, some of whom have never interacted with LGBTQ adults.

*We will continue to identify hiring networks and websites which reach diverse constituents and candidates in an effort to have more diverse staff.*

## **2020 Wessler Report Recommendations**

- comments or gestures that are degrading to LGBTQ people and allies be handled in the same way that comments or gestures are handled relating to race, gender, religion, disability etc. It important that faculty and staff do not engage in stereotypes or degrading comments or gestures about LGBTQ people

*This will be addressed through regular trainings, expectations in the employee handbook, and our feedback and evaluation processes.*

**Recommendation 9:** Facilitate dialogues with white students and students of color focusing on race. One facilitator would be a person of color and the second facilitator would be a white person.

*This will be part of the IDEA Team's work going forward.*

- In addition, work to ensure there is greater representation of Black, Latino, Asian and Native American faculty and staff
- Contract with diverse mental health professionals to address the needs to diverse student body
- Seek to partner with UWC alumni, UNM, NMHU and other organizations to provide a more accessible group of diverse mentors for students
- Ensure clear standards are in place to educate students and employees prior to arrival to campus and upon arrival to address and sustain an inclusive and anti-racist community.

*This is under review as part of the Employee Life Cycle work as well as our position advertising and program partnerships and IDEA work for Orientation. We will have an update available related to these recommendations by August, 2023.*

## **2020 Wessler Report Recommendations**

**Recommendation 10**: Facilitate dialogues with white faculty and staff and faculty and staff of color focusing on race. One facilitator would be a person of color and the second facilitator would be a white person. *Ensure that diverse speakers, facilitators and trainers are engaged in student events and faculty professional development.*

*This will be part of our IDEA Team work going forward and program partnerships for the coming year.*

**Recommendation 11**: Facilitate dialogues on tensions between Palestinian, Israeli, Muslim and Jewish students. Two facilitators, one Muslim and the other Jewish, should co-lead the dialogues. It may be a good idea to include students from other religions as well.

*This will be part of the work of the Bartos Institute, the Conflict Transformation Team, and IDEA Team work going forward as well as program partnerships for the coming year.*