A Strategic Plan for Diversity, Equity, and Inclusion for ASUW
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Not unlike the United States of America, the state of Wyoming and the University of Wyoming (UW) have histories of injustice, mistreatment, and prejudice. When I think about the history of UW, I can’t help but to remember the Black 14 and the tragic death of Matthew Shepard. While the history is painful, these stories of the past are an integral part of the present and future, and learning to utilize those stories of injustice to generate more diversity, equity, and inclusion at the University of Wyoming is vital to the future of this institution.

Under the leadership of UW’s first female President, Laurie Nichols, the Office of Diversity, Equity, and Inclusion was established, a Chief Diversity Officer was hired, and the Breaking Through: 2017-2022 Strategic Plan was created with a supplemental diversity-aimed strategic plan. In 2019, ASUW decided that diversity and inclusion at the University of Wyoming is a vital area in need of improvement. Following the lead of the University of Wyoming Administration, a process ensued to create a strategic plan with the purpose of generating student-based, diversity related goals for ASUW.

In our effort to Move Forward, the goals outlined in this supplemental strategic plan will guide ASUW to integrate concerns of all students in programming and decision making in order to better serve all students at UW and foster a culture of inclusion and understanding. We have created this plan so that together we can Move Forward with the best interests of every student in mind.

-Alexandra Lee Mulhall
106th ASUW President
We are living in a time of change for the University of Wyoming. From the first female President of UW, to the creation of an Office of Diversity, Equity and Inclusion, to the restructuring of Multicultural Affairs to be more focused on outreach and programming, the University of Wyoming has unquestionably prioritized diversity in both the administration and the student body. This is a victory for those who have long felt marginalized and underrepresented at the University of Wyoming.

However, we clearly still have work to do. In this “Strategic Plan for Diversity, Equity, and Inclusion for ASUW”, our student government acknowledges that we have a ways to go to provide more accurate and meaningful representation for all multicultural groups. To address this, we created a committee that required representation from at least three self-identified multicultural RSOs. When I reached out to those multicultural RSOs, I was blown away by the response. Everyone I reached out to expressed an interest in being a part of this Plan, whether it be through direct co-authorship or through support of the process itself.

With the feedback from these stakeholders on campus, ASUW hopes to support the University in moving towards a more diverse, equitable, and inclusive future. I personally have loved seeing diversity grow on campus, and I hope that this Plan helps our student government and our student body flourish in these new and exciting times.

-Kathryn Tay
Director of Diversity for the 106th
Diverse representation

-Baseline: Senate has some diversity, United Multicultural Council (UMC) is an ex-officio, International Students Association (ISA) is an ex-officio, certain multicultural groups do not feel represented by ASUW and/or do not understand the process of running for ASUW

-2023 Target: requirement for Senators to present about elections to RSOs and in classes, increased collaboration on legislation with departments such as Multicultural Affairs, work towards a new executive position for a non-financial focused Director of RSO Relations, more representation of ASUW at non-traditional and international orientations.
Internal Diversity

Funding policy

- Baseline: little clarity to the process, miscommunication, understaffing

- 2023 Target: translate finance policy into at least two languages, RSO liaison position, one-stop shop resources, providing information in UMC
Marketing

-Baseline: problems with list-serves, problems with CSIL communication

-2023 Target: work with CAC to establish a better form of communication for RSOs

Awareness of resources through ASUW

-Baseline: little to no awareness of resources through ASUW outside of RSO funding

-2023 Target: develop the support groups through Multicultural Affairs, utilize the Multicultural Resource Center for advertising events and legislation, advocate for a new physical location for the ASUW Office through Union re-visioning, promote listening sessions as a conversation rather than a presentation
Awareness

Awareness and Utilization of United Multicultural Council

- Baseline: UMC is more event-focused than student-focused, RSO Roundtables have some attendance, no leadership pathway for UMC executives and officers

- 2023 Target: develop a leadership pathway as a collaboration between Multicultural Affairs, ASUW, and UMC, reformat UMC to more resemble First-Year Senate, create more structure for UMC under ASUW and Multicultural Affairs
Accessibility

Connection between multicultural RSOs and Senate

-Baseline: UMC as an ex-officio, little input from RSOs
-2023 Target: UMC as an effective middleman, measured by attendance at UMC Roundtables and a survey in 2023

Meeting and event accessibility (already in Moving Forward)

-Baseline: Events are currently only mandated to include building accessibility

-2023 Target: American Disabilities Act compliance throughout ASUW-operated websites, work towards making major ASUW events such as Homecoming always provide disability accommodations instead of an opt-in system, incorporate DSS approval in ASUW-funded events request process on UW Connect
Internationalization

-Baseline: international representation through International Students Association

-2023 Target: translate the funding policy in at least two languages, collaboration with the Global Engagement Office, workshops about internationalization across campus, revisit and reformat the ASUW China Exchange Program
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Thank you, Dr. Nichols.