



## SENATE BILL #2665

**TITLE:** Approval of “Strategic Plan for Diversity, Equity, and Inc for ASUW”

**DATE INTRODUCED:** April 9, 2019

**AUTHOR:** Director of Diversity Tay

**SPONSORS:** Senators Madhyanam and Strock; President Mulhall; FYS O’Connor

1. WHEREAS, the purpose of the Associated Students of the University of Wyoming (ASUW)
2. Student Government is to serve our fellow students in the best manner possible; and,
3. WHEREAS, Senate Bill #2649 created the ASUW Diversity, Equity, and Inclusion Strategic
4. Plan Ad-Hoc Committee; and,
5. WHEREAS, that Committee was charged with writing an ASUW-focused Diversity, Equity,
6. and Strategic Plan identifying key themes, baselines, and goals to present to ASUW Senate
7. by the end of the 2019 Spring semester; and,
8. WHEREAS, the “Strategic Plan for Diversity, Equity, and Inclusion for ASUW”
9. follows a similar format to *Moving Forward: 2018-2022*, having baseline and target
10. measurements to accurately display what should be improved as far as
11. diversity, equity, and inclusion within the 2019-2023 ASUW administrations; and,
12. WHEREAS, the goals defined within the “Strategic Plan for Diversity, Equity, and
13. Inclusion for ASUW” will allow future administrations to easily measure their progress in
14. yearly progress and further develop the ASUW mission.
15. THEREFORE, be it enacted that the Associated Students of the University of Wyoming
16. (ASUW) Student Government that the “Strategic Plan for Diversity, Equity, and Inclusion
17. for ASUW”, contained in Addendum A, be adopted as a working document.

Referred to: Advocacy, Diversity, and Policy

Date of Passage: 4/16/19 Signed: *Jason A. Williams*

(ASUW Chairperson)

“Being enacted on \_\_\_\_\_, I do hereby sign my name hereto and

approve this Senate action.” *Alexander Mulhall*

ASUW President

Addendum A

A Strategic Plan for Diversity, Equity, and Inclusion for

ASUW



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

# Internal Diversity

## 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

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# Awareness

## 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

# 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

## Acknowledgements

Kathryn Tay, Director of Diversity (Chair)

Venkat Santosh Madhyanam, ASUW Senator

Rachel Marston, former ASUW Senator

Dusten Strock, ASUW Senator

Catherine O'Connor, ASUW First-Year Senator

Alex Mulhall, ASUW President (ex-officio)

Oyedola K Ajao, representative from the National Society of  
Black Engineers

Gerardo Beltran, representative from Movimiento Estudiantil  
Chicano de Aztlan (MEChA)

Mike Dai, representative from Chinese Students & Scholars  
Association

Dilnoza Khasilova, representative from Central Asian Student  
Association

Mike Uribe, representative from Sigma Delta Phi

Asif Rony, representative from Bangladesh Students Association

Natawsha Mitchell, Program Advisor in Multicultural Affairs

Courtney Titus, student at large

Special thanks to those outside the Strategic Planning Committee  
who contributed to the creation of the Plan:

Bailee Harris, ASUW Chief of Staff

Spencer Hu, ASUW Director of Marketing

Dr. Laurie Nichols, President of the University of  
Wyoming. Without her, I doubt the University would be  
nearly as focused on promoting diversity on campus.

Thank you, Dr. Nichols.



ASSOCIATED STUDENTS

**ASUW**

UNIVERSITY OF WYOMING



STUDENT GOVERNMENT

