**WAWU’S “WHAT-IF” PROPOSAL RE ADEI TRAINING**

**PRESENTED AS PART OF A PACKAGE**

**5/13/2024**

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

*[Note: This package includes the withdrawal of WWU’s Title IX Article.]*

# Article 27 - Empowering Prevention and Inclusive Communities

* 1. EPIC **Training.** The University will provide interactive, peer led, in person Access, Diversity, Equity, and Inclusion training for ESEs beginning September, 2025. The program will be called Empowering Prevention and Inclusive Communities (EPIC). Attendance will be considered time worked for all ESEs.
	2. **Training Content.** The training curriculum will be aimed at eliminating structural racism against all races and promoting diversity, equity, and inclusion while improving academic, social, and health and wellness outcomes for students from historically marginalized communities.
	3. **Training Development.** The content of the training will be developed and modified over time jointly between the University and the Union and based in part on the advice and feedback provided by the University community. Within one (1) year of ratification a joint union management committee will meet to draft an outline of the training and finalize any program logistics. **Peer Facilitation**. The training for ESEs will be facilitated by student employees whenever possible. The University will hire and fund at least (1) ESE at 50% FTE (or the hourly equivalent) each quarter (Fall, Winter, Spring Summer) to jointly administer and facilitate the training with the University.
		1. The University and the Union shall jointly agree upon the ESEs to be appointed as trainers.