"Equity is Human Rights" - Theme Year Planning Matrix

**Inputs/Resources**
- Learning and Community Engagement (LACE) Committee
- Theme Year Work Group
- Inclusion and Diversity Program
- Faculty / Programs / Courses
- Community Organizations
- University Administration
- Student Clubs
- Administrative Support (Facilities, Marketing, IPAR, etc.)

**Processes/Activities**
- **Events**
  - Kick-off event
  - I & D program events
  - Teach-in
  - Lyceum
  - CLASP
  - LGBT conference
- **Community Outreach**
- **Marketing/Publicity**

**Outputs**
- # and types of participants in each event
- Event participants’ satisfaction
- # of interdisciplinary and community-engaging activities

**Short-Term Outcomes**
- Increased awareness about equity as a basic human right (at the individual level)
- More participation in pertinent activities/practices
- Improved campus climate

**Medium/Long-Term Outcomes**
- Increased cultural competency and respect/acceptance of human diversity (at the individual level)
- More courageous conversations on diversity, inclusivity, and equity
- WSU is known as one of the diversity and inclusivity leaders in the region.

**Assumptions**
- Engaging communities beyond WSU campuses;
- Being aligned with the university Strategic Plan;
- Involving student learning;
- Encompassing more than one academic disciplines and/or functional areas;
- Includes events to share information, to prompt actions, and to celebrate causes.

**External Factors**
- Historical events;
- Leadership change;
- Budget.