

---

# Dr. Henry T. Evans

---

June 24, 2020

Executive Director Search Committee  
Office of Equity and Human Rights  
Western Washington University

Dear Search Committee Members:

I am writing in response to the announcement regarding the Executive Director of the Office of Civil Rights and Title IX Compliance search at Western Washington University. As you will see in my CV which accompanies this letter, my academic background, professional experience, strong track record of collaboration, as well as my community and professional connections, provide me with a broad set of skills and resources that I can marshal in partnering with campus and community constituencies to advance equity and human rights at Western Washington University.

As the Associate Director of Equity and Inclusion at Idaho State University, I monitor diversity issues as they relate to employment to ensure that equity opportunity concerns are addressed throughout the hiring process and that all non-classified search committees are trained to engage in affirmative outreach to diverse populations and to treat all applicants equitably through the search process. As such, I interact with all university departments and staffs, and have worked to develop collaborative working relationships to ensure that the Idaho State University hiring process is both efficient and effective in finding and hiring the most qualified applicants for open positions from diverse applicant pools. In addition to overseeing the non-classified hiring process, as an ATIXA certified Title IX Investigator and ISU Title VI Coordinator, I investigate cases of sexual harassment and discrimination and author reports of findings. I was instrumental in developing the university's Limited English Proficiency Plan and its roll-out which is expected to occur this summer. Lastly, I also sit on the Idaho State University Title IX Working Group, Diversity Council, Borders Working group and have recently been tabbed as the System to Attract and Retain Talent (START) Coordinator for the ISU NSF-EPSCoR Gem3 Grant and as a member of the Idaho State University Strategic Planning Committee and chair ISU's Minority Advisory Board which functions to connect student-athletes to the broader university experience.

As a primary point of contact for Idaho State University's equity and human rights efforts, I have experience designing and delivering presentations, workshops and lectures on diversity, racism, sexism and affirmative action to a wide variety of audiences ranging from university professors to kindergarten students throughout

Eastern Idaho. Additionally, I have conducted numerous workshops and trainings and have given numerous class presentations on diversity and inclusion, intersectionality and intercultural competence and have established myself as a resource with significant expertise on these issues for university and community members, including local law enforcement agencies and civil rights organizations. In many instances I have been asked to deliver talks and trainings repeatedly, providing proof that my presentations are well-received and seen as effective. I also coordinate the programming and activities of Idaho State University's Diversity Resource Center which focuses on addressing a wide range of topics related to campus diversity issues with a focus on providing leadership development opportunities for them as well as student-centered programming.

I have experience conducting statistical analyses of the demographic composition of ISU faculty, staff and students. In my previous position as the Office of Equity and Inclusion Management Analyst, I was tasked with networking with ISU's Human Resources and IT departments, the State Departments of Idaho Human Resources and Transportation as well as outside vendors to develop ISU's affirmative action plan. Additionally, I analyzed and authored reports on the compensation patterns of ISU Directors to identify areas of concern and to strategize their solutions. Further, I have provided statistical analyses of the ISU student body and employee characteristics and developed accompanying policy recommendations for ISU's NCAA re-certification and for the ISU TRiO Educational Talent Search, Upward Bound, Upward Bound Math and Science and Student Support Services grant submissions.

As demonstrated above, I have successfully made proposals and recommendations to improve the effectiveness of the organizations with which I have been involved. Most recently, I am the lead for efforts to restructure the ISU's search training and processes to be more proactive and equity minded. I also reoriented the ISU Diversity Resource Center to present it as a research and resource space resulting in increased offers for collaboration with several university research projects and grant proposals. Additionally, as the Assessment and Technology Coordinator for ISU's TRiO programs, I wrote an initial assessment plan to increase organizational effectiveness to ensure that the programs stay in compliance with U.S. Department of Education requirements. Finally, as Field Research Supervisor for Partners for Prosperity, whose mission was to reduce poverty in the sixteen counties of Eastern Idaho, I played a critical role in developing the initial strategic plan for poverty reduction and its subsequent revisions. In addition to supervising seven area coordinators, I provided the initial analysis of the interview data that was used to determine the barriers faced by people in poverty and identified the ten areas on which Partners for Prosperity would focus its efforts.

I have a track record of mediation and facilitation in diffusing highly charged situations. I have had the opportunity to work with staff from the Human Resources Department and the Office of Equity and Inclusion Office to interview ISU departments to identify dysfunctional processes and power relationships and to identify strategies to correct them. I have conducted interviews with other ISU staff as part of sexual harassment and discrimination claims. As a member of the NCAA Diversity Sub-committee, I conducted interviews with Athletic Department personnel.

As the Patient Rights Advocate for Idaho State Hospital South I investigated patient claims of harassment and abuse and worked to resolve issues in the best interest of the patient, the hospital and staff. In each of these positions I was required to make sure the identities of those involved were kept confidential and secure.

In addition to my professional history, throughout my academic career, my interests have been animated by a desire to increase inter-cultural respect and understanding. I have consistently dedicated myself to ensuring the rights of the most vulnerable in my communities are protected through advocacy, research, networking and coalition building. I have an extensive background in soliciting and synthesizing diverse views and looking for synergies to enhance cultural competence, respect for diversity, equality and civil rights. I also have taught several courses that centered on diversity and chaired and served on a number of university and community boards and committees. In all of those venues I have actively worked to create a more diverse and respectful environment.

My academic and professional background affords me important relationships and an understanding of higher education that I can effectively use as the Executive Director of the Office of Civil Rights and Title IX Compliance at Western Washington University to help broaden and deepen collaboration between office the University's faculty, students, staff and community partners. Because of my interactions with a wide variety of ISU personnel and students, as well as my significant experience analyzing institutional, state and regional data, I have developed a unique vantage point from which to understand and address issues related to the equity and human rights mission of the university.

I also bring with me a number of unique professional and academic connections I can deploy in the service of equity and human rights at Western Washington University, the most significant being the Compact for Faculty Diversity and Institute on Teaching and Mentoring which annually holds a conference of more than a thousand doctoral and pre-doctoral students who are looking for teaching or administrative positions or doctoral programs to continue their studies. As an alum of the Compact and Institute I have a deep appreciation for the role that education plays in creating spaces for the types of critical interactions that are necessary to move society forward. I have and will continue to work to raise awareness of the need to approach diversity education at the

institution of higher education in a comprehensive fashion and truly believe yours is a position for which I am particularly well suited. I hope to have an opportunity to speak with you concerning my qualifications and what I can do to assist Western Washington University's equity and human rights efforts as it moves into the future.

Thank you for your time and

consideration, Sincerely,

*Dr. Henry T. Evans*

Dr. Henry T. Evans