



CWPA Culture Assessment Report

2023

PROGRESS SINCE 2021

CWPA contracted One Eight Create to conduct a thorough assessment of the organization's culture, bylaws, documents, and procedures. Toward that goal, OEC has:

- 01 Reviewed CWPA Bylaws
- 02 Reviewed CWPA Consultant-Evaluator (C-E) Service Documents and Processes
- 03 Conducted Member and Non-Member surveys of CWPA culture
- 04 Conducted DEI Training for Executive Board Members at the 2023 summer conference in Reno
- 05 Held two in-person listening sessions for conference participants
- 06 Presented Culture Assessment current results

For more information, please read [this news article](#) by Susan Thomas, CWPA Past President (2021-2023)

PROGRESS SINCE 2021

Based on OEC's recommendations and ongoing consultation with CWPA officers, there have been major changes

01

Limited Bylaws Revision

- Dismantling power monopoly in leadership positions by eliminating the Executive Board Membership requirement for Vice President Nomination
- Reducing terms of service in leadership positions from six to three years to be more equitable and inclusive

02

C-E Service Document and Processes Revisions

- Revising the Self-Study Guide to include DEI in all its sections
- Establishing more inclusive practices to ensure diversity among the C-E Service Panel members

03

WPA Journal Editorial Practices Revisions

- Using “Anti-Racist Scholarly Reviewing Practices: A Heuristic for Editors, Reviewers, and Authors,” as a guiding document for the journal's editorial and review practices

04

Increasing Executive Board diversity

- Seven of Eight current elected members identify as non-white
- Six of Eight elected members identify as women

NEXT STEPS

In addition to addressing the recommendations made by OEC in their final report, we envision the below goals as we continue to labor to make CWPA a socially just and a DEI-Centered organization.

01

Complete Bylaws Revision

The Executive Board is in the process of forming a committee that will be tasked to revise the bylaws to reflect the organization's mission and core values.

02

Revise WPA Outcome Statement 3.0

Committee Co-Chairs:

Dr. Michelle Bachelor Robinson, Spelman College

Dr. Antonio Byrd, University of Missouri, Kansas City

03

Improve Membership Diversity

Race, gender, sexual orientation, institutional types, academic ranks

For feedback, suggestions, and further communication, please contact us on councilofcwpa@gmail.com