

Diversity Appraisal

1) How diversity is a visible and active part of the Office of Development

We are proactive in staff recruitment but continue to look for strategies that would attract quality candidates from underrepresented minorities. We currently advertise open positions in the following diversity focused publications: *Hispanic News*, *Northwest Asian Weekly*, and *The Seattle Medium*.

2) The specific ways that diversity is integrated into the Office of Development mission in regard to staff

One of the key *Values* of the Office of Development's 5-year strategic plan (2000-2005) is:

We serve diverse constituencies, including alumni, friends, students, parents, faculty, staff, patients, and interested community members. We seek to understand the different needs of these groups, to communicate (or represent) them accurately, and to facilitate processes that will help these individuals or groups achieve their goals.

3) The ways in which we have structured Development so that diversity is institutionalized as part of our criteria for success

The Office of Development's Statement of Ethics has an expectation that all development staff will make a good faith effort to meet certain standards of Professional Practice. One of the key elements we strive for is to:

Treat all people with dignity and respect without regard to race, color, sex, creed, ethnic or national identity, handicap or age, sexual orientation, religion or marital status

As part of the orientation for all Office of Development staff is a mandatory session on Diversity Training and Sexual Harassment.

The Office of Development's involvement in diversity target areas:

- 1) student access and opportunities
A major focus for our office is raising funds for diversity scholarships. We feel so strongly about supporting this goal of the university that we have staff dedicated to raising funds for this effort.

- 2) student development and retention
The Office of Development is the beneficiary of the Council for the Advancement and Support of Education's Clarence J. Jupiter Fellowships Program for Minority Professionals. This program is designed to enrich the careers of advancement officers and to diversify the professional field of advancement. This past year one of the two national Fellows work with the UW Alumni Association.

- 3) engagement with the external community
The Office of Development has partnered with local businesses to sponsor events whose goal is to raise funds for diversity scholarships. Some of the local businesses are: Costco, SafeCo. Insurance, and St. Michelle Winery.

- 4) staff and administrative diversity
See #1 on Page 1.

- 5) faculty diversity – N/A

- 6) curriculum and research – N/A

- 7) climate
All staff in the Office of Development take part in an extensive training program that stresses on of our fundamental and guiding principles of fairness and respect for everyone externally or internally.