Office of the Vice President for Student Affairs

- The Office of the Vice President for Student Affairs publishes and widely disseminates “valuing diversity” posters and a companion brochure, “A Student Guide to Anti-discrimination Laws, Policies and Sources of Assistance.”

- The Office of the Vice President for Student Affairs publishes several additional brochures, some with companion posters, that are designed to promote the safety and well-being of all students, including some which are of particular interest to women (e.g., Watch Out for Yourself, a guide to campus safety; Sexual Assault and Relationship Violence, containing information concerning sexual assault; Rape Drugs, an informational pamphlet and resource guide on rape drugs; and Your Safety…Your Health, A Student Guide to Campus Safety and Substance Awareness, presenting information to increase student awareness of programs that are designed to protect their safety and well-being).

- The University’s Accident and Sickness Insurance Plan for students provides benefits to registered, same-sex domestic partners.

- The Childcare Assistance Program provides portable vouchers to student-parents for the purchase of childcare services in the community. For the 2002-03 academic year, the applicants and students served were:

<table>
<thead>
<tr>
<th>Group</th>
<th>Total Applicants</th>
<th>% of Total Applicants</th>
<th>Total Awards</th>
<th>% of Total Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>26</td>
<td>6%</td>
<td>17</td>
<td>6%</td>
</tr>
<tr>
<td>African American</td>
<td>32</td>
<td>7%</td>
<td>23</td>
<td>8%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>192</td>
<td>43%</td>
<td>137</td>
<td>45%</td>
</tr>
<tr>
<td>Latino</td>
<td>23</td>
<td>5%</td>
<td>19</td>
<td>6%</td>
</tr>
<tr>
<td>American Indian</td>
<td>8</td>
<td>2%</td>
<td>7</td>
<td>2%</td>
</tr>
<tr>
<td>Non-identified/ Other</td>
<td>165</td>
<td>37%</td>
<td>101</td>
<td>33%</td>
</tr>
<tr>
<td>Totals</td>
<td>446</td>
<td>100%</td>
<td>304</td>
<td>100%</td>
</tr>
</tbody>
</table>

- Complimentary brunch tickets and special invitations are extended to Diversity Scholars to encourage them to participate in Freshman Convocation.
Center for Career Services

- The Diversity Program of the Center for Career Services, which includes job-search workshops such as resume writing and interviewing strategies, works in conjunction with minority student organizations, UW departments and other programs to assist underrepresented student populations. Each year, the Program sponsors the Minority Career Fair that focuses on professional networking and job placements—and serves approximately 2,000 students.

- The staff of the Center includes one member who concentrates on communication with diverse student populations and who is responsible for promoting career services and providing information to employers regarding successful recruiting practices.

- Career planning and job-search presentations are offered annually by a number of groups and associations: the Women’s Center, Women in Science and Engineering, Women and Computer Science Diversity Groups, the National Society of Black Business Students, the Hispanic Business Association, the Diversity Fair presented by the Associated Students of the University of Washington (ASUW) and the Office of Minority Affairs (OMA), and DO-IT (Disabilities Opportunities Internetworking Technology).

Disabled Student Services

- Students with disabilities may respond voluntarily to a “yes/no” question included in their letters of acceptance asking if they have one or more disabilities, and if students answer in the affirmative, packets of information about available services are sent to them.

- The staff participates in campus-based and off-campus programs sponsored by organizations and community colleges that are targeted to assist high school students with disabilities learn to prepare themselves for college.

- The office provides “reasonable accommodations” to eligible students with documented temporary and permanent physical, sensory and psychological disabilities, including determination of eligibility for services and the coordination and implementation of accommodations.

- The office works collaboratively with faculty and staff to ensure students with disabilities are provided with equal access to the University’s services, programs, classrooms and facilities.
• The office participated in a grant-funded DO-IT project that brought together staff from 24 colleges and universities across the nation to develop training materials to educate and assist faculty in their work with students with disabilities. The office also participates in a grant-funded effort that convenes a group of college professionals to develop training materials to prepare office staff to work with students with disabilities.

• Annually, the office provides several educational presentations on campus for staff and faculty to increase awareness and knowledge of working with students with disabilities. The office also provides several opportunities for students with disabilities, assisting them in learning about the campus and its resources.

• The office publishes a quarterly newsletter that is sent to students with disabilities to promote opportunities for campus involvement, jobs, internships and scholarships.

• The office assists in the retention of students with disabilities by following up with them after their first quarter at the University, helping them resolve accommodation issues or challenges.

• The office reports architectural barriers for students with disabilities, advocating for repair or removal of such.

• The office has an active presence in the community outside of the University (e.g., the Washington Association on Postsecondary Disability and Education, the Association on Higher Education and Disability, the Department of Vocational Rehabilitation, and the Business Advisory Board for the Washington Vocational Services Projects with Industries) enabling it to serve as a resource on issues affecting students with disabilities.
The Department engages in the general recruitment of underrepresented students. Recruitment mailings and e-mails are sent to underrepresented minority students in the western states of Arizona, Colorado, Utah, Wyoming, Idaho, New Mexico, California, Oregon, Montana, Nevada and Washington. In 2003, 5,250 prospects were contacted and 354 responded with applications.

The Office of Admissions recruitment publications and websites that reflect the University’s commitment to diversity, the diversity of the campus, and a campus climate that is friendly to all people, are designed, published, and distributed widely.

Staff members attend college fairs, visit high schools and community colleges, conduct campus tours, and coordinate campus visits for prospective students. For 2002-03, 34,760 prospective students and their parents were personally contacted.

For autumn 2005, underrepresented recruiting will be expanded through the use of contact information provided by the National Research Center for College and University Admissions, a private data collection service that provides mailing contact information not available through PSAT or ACT searches. Admissions is also acquiring Descriptor Plus, a software program that will help focus PSAT search mailings and result in improved enrollment yields.

The Office of Admissions provides the Diversity Scholarship Selection Committee with the names of underrepresented minority candidates. After the students are selected, their records are flagged in an admissions prospect tracking system for future analysis.

Applicants who have been offered Diversity Scholarships are invited to a one-day program to introduce them to the University. Students beyond commuting range are provided overnight accommodations. Many of the students are still undecided on their college choices, and this program has proven to be an effective recruitment strategy.

Admissions and financial aid information sessions are provided over the summer to GEAR UP participants, typically middle school and junior high students.

Using a recruitment database, Admissions routinely provides mailing/contact lists as a foundation to recruitment efforts in the Minority Scholars Invitational, EMPOWER, the Minority Science and Engineering
Program, and a variety of other recruitment activities pursued by Minority Affairs and various programs and departments of the University.

- The Office of Data Management provides data-entry services for contact cards collected by Admissions and OMA recruiters for entry into a prospect management database.

- The Minority Scholars Invitational is a two-day program targeted toward academically high-achieving, underrepresented minority high school seniors to introduce them to the UW and its many opportunities and resources for undergraduates. Admissions and Minority Affairs co-host this event.

- Staff meet with EMPOWER coordinators and mentors to explain the University’s admission program and help with the orientation and welcome of new EMPOWER recruits (EMPOWER-selected junior and senior high school students).

- Enrollment Services manages a comprehensive admissions program that results in a diverse student body without considering race or gender. Major efforts have taken place in research and staff training to integrate socioeconomic diversity, cultural awareness, and overcoming adversity, including personal disabilities, as valued considerations in the program.

- Staff members in Enrollment Services meet with deans and faculty of schools and colleges to discuss strategies to improve the diversity of the University’s student body.

- Staff members in Enrollment Services participate in Diversity Council events and activities, including co-chairing the Diversity Council recruitment sub-committee.

- The five-week summer and three-week bridge programs are designed to improve the retention of students from under-served populations. Enrollment Services selects the students for these programs after meeting with OMA and the Office of Undergraduate Education to identify the characteristics of successful bridge students. Enrollment Services also coordinates the communication flow between the University and the students.

- Staff members in Enrollment Services conduct annual studies to track freshman and transfer retention and graduation rates by race to provide comparative data and identify needed retention efforts.

- Enrollment Services staff members meet quarterly with the President’s Minority Community Advisory Committee to provide members with
information about the University’s outreach, enrollment, and retention programs.

- Staff members in Enrollment Services attend meetings and events to inform various educational communities about the University’s efforts to achieve diversity, and the legal considerations involved in enrolling a diverse student population.

- Enrollment Services represents the University’s commitment to diversity by describing the University’s admissions and retention programs, and promotes the University as an institution that strives to enroll and graduate a diverse student population.

- Enrollment Services meets with community groups to describe the University’s commitment to diversity, the strategies employed to achieve diversity, and our successes and ongoing goals.

- Enrollment Services works with the President’s Diversity Council Curriculum Committee to develop strategies to make more students knowledgeable about multi-cultural and cross-cultural issues. Efforts have included consideration of general education requirements, identification of courses that include elements of cultural and ethnic diversity, analyses of student enrollments in such courses, and the design of a new minor intended to prepare individuals to live and work in a pluralistic society.

Department of Housing and Food Services

- The Department values and promotes a diverse and respectful community, as evidenced by resident demographics that closely parallel the general University student population:
### Division of Student Affairs

### Diversity Appraisal Report

<table>
<thead>
<tr>
<th></th>
<th>All Students</th>
<th>Residence Halls</th>
<th>Single-Student Apartments</th>
<th>Family Housing</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>2%</td>
<td>3%</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>American Indian</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>4%</td>
</tr>
<tr>
<td>Asian</td>
<td>20%</td>
<td>26%</td>
<td>29%</td>
<td>4%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>55%</td>
<td>54%</td>
<td>38%</td>
<td>30%</td>
</tr>
<tr>
<td>Hawaiian/Pacific Islander</td>
<td>1%</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Latino</td>
<td>3%</td>
<td>4%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Other/International</td>
<td>18%</td>
<td>11%</td>
<td>27%</td>
<td>51%</td>
</tr>
<tr>
<td>Totals</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

- The Residential Life Program places particular emphasis on the area of diversity awareness through a variety of endeavors: 1) emphasizing diversity in staff recruitment and selection; 2) providing diversity awareness training for resident advisers and other Residential Life staff; 3) sending letters from the Director to all residents regarding issues of diversity; 4) emphasizing respect for the individual in the Residence Hall System Contract, staff guides and contracts, resident handbooks, and marketing throughout the halls; 5) conducting needs/interest assessments of residents through surveys, evaluations and personal contact with each resident; 6) providing programming for residents on matters of diversity; 7) advising and working with various student groups and supporting their efforts; and 8) providing regular training opportunities for student leaders to explore issues of diversity and multiculturalism.

- Diversity awareness efforts in the Residence Halls include: 1) Safe Zone signs affirming a commitment to a supportive environment for all persons, regardless of sexual or gender identity; 2) information in the resident handbook on diversity, including options and resources for victims of bias-related conduct; 3) recruitment of resident advisors with an emphasis on identification of a diverse applicant pool; 4) sponsorship of diversity programs—in the 2002-03 academic year, a total of 193 diversity-related programs were conducted in categories which included disability, gender, race/ethnicity, religion and sexual orientation.

- In the Food Services program, chefs and managers create “global” menus that both celebrate and educate customers about the diversity of foods.

7
around the world (e.g., Mongolian grill, Mediterranean and vegetarian cuisine, Asian, coastal Mexican, and Italian).

Department of Recreational Sports Programs

- The Department provides a balanced program of structured and non-structured sports and fitness activities designed to meet the needs and interests of a diverse student population. Based upon student interest, programs are offered for women only, men only, or for men and women (co-ed). Seventy-five different sports and fitness activities are offered in Intramural Sports, Club Sports, instruction programs, and informal recreation.

- The Department supports gender equity in its programs. There are 38 programs offered in 18 intramural sports, of which 14 are for men, 13 are for women and 11 are for co-ed participation. There are 29 active sports clubs, of which 7 are open only to female participants, 7 open only to male participants, and 15 open to male and female participants.

- The Department supports a variety of minority recruitment and academic programs by providing access to sports and fitness facilities. For example,

  ♦ Health Sciences Minority Student Programs STAR [Stipends for Training Aspiring Researchers];
  ♦ Health Sciences Minority Student Programs BRIDGES [Biomedical Research Identification of Graduate Education Successful Student Services];
  ♦ Health Sciences Office of Multicultural Affairs Summer Prematriculation Program;
  ♦ Health Sciences Office of Multicultural Affairs MMEP [Minority Medical Education Program];
  ♦ MESA [Mathematics Engineering Science Achievement] Minority Introduction to Engineering Program;
  ♦ Office of Minority Affairs UWCollege/High School Program; and
  ♦ School of Business Administration ACAP [Accounting Career Awareness Program].
Student Activities and Union Facilities

- The Student Activities Office works with and advises approximately 500 registered student organizations and, although it is nearly impossible to ascertain the number of them that represent underrepresented students, it is estimated that over 30 percent of them do. During the 2003-04 academic year, the Office has advised students in over 40 events and programs that reflect the diversity of the campus—for example:

  ♦ the American Indian Science and Engineering Students Banquet,
  ♦ the Black Student Union Poetry Show,
  ♦ the Umojafest Resource Fair,
  ♦ the Filipino American Student Association Game Night,
  ♦ the First Nations Fry Bread fundraiser,
  ♦ the Hui Huloha Ulana Luau,
  ♦ the Indian Student Association Bhantra Dance Competition,
  ♦ the Latter Day Saints Student Association Turkey Bowl,
  ♦ the MEChA Student Leadership Conference,
  ♦ the National Pan Hellenic Council Step Show,
  ♦ the Phi Beta Sigma Gospel Concert,
  ♦ the Society for Women Engineers Career Lunch, and
  ♦ the Women in Science and Engineering Career Fair.

- The department manages an Event Fund that provides financial support for programming endeavors of Registered Student Organizations, and approximately 53 percent of the available $25,000 was allocated in 2002-03 to student programming coordinated by groups representing underrepresented students.

- The Associated Students of the University of Washington (ASUW) sponsors and funds a variety of organizations and programs that promote the culture, education, interests, needs, and welfare of students. The ASUW Commissions promote a supportive environment for underrepresented students and provide educational and informative programming designed to foster cultural understanding and community improvement. Commissions include: 1) the American Indian Student Commission; 2) the Asian Student Commission; 3) the Black Student Commission; 4) the Gay, Bisexual, Lesbian & Transgender (GBLT) Commission; 5) the La Raza Student Commission; 6) the Pacific Islander Student Commission; and 7) the Women’s Action Commission.

- Sponsored by the ASUW, the Committee Organizing Rape Education (CORE) is a peer education program that makes presentations to students
that address aspects of sexual assault, including the law, connections with alcohol and other drugs, supporting a survivor, and risk-reduction strategies.

- The ASUW has a long history of embracing diversity issues, and includes items regarding the importance of diversity in higher education. For the past five years, its Office of Government Relations has included diversity items on its Legislative Agenda: 1) the ASUW believes that a diverse student body, faculty, and staff are vital to ensuring social justice and excellence in education at the UW, and believes that all state policies concerning higher education should be made with the goal of increasing accessibility for women, people of color, the disabled, the economically and educationally disadvantaged, and other underrepresented groups; 2) the ASUW supports the allocation of state funds to sustain and create outreach, recruitment, and retention programs targeted at underrepresented and/or disadvantaged youth and adults in Washington State, and believes such funding should be available to fund centralized efforts through the Office of Minority Affairs; and 3) the ASUW supports funding to allow increased efforts to recruit and retain a more diverse faculty.

- The Sexual Assault and Relationship Violence Information Service (SARIS) provides support and options to survivors of sexual assault and connects them with available services, including medical and legal assistance, counseling, and shelter services.

- The GBLT Resource Center, scheduled to begin operation during the 2004 winter quarter, will enhance educational, social, referral, and resource programs and services for gay, bisexual, lesbian, transgender and allied students, faculty, and staff, by offering educational outreach, referral services, advocacy and general programming assistance.

**Student Counseling Center**

- Students served at the Center are representative of the University population as a whole with respect to gender, ethnicity, race and age.

- The Center staff works regularly with the student counseling service in the Office of Minority Affairs to cross-refer students, provide programming when possible, and collaborate in services to the diverse students served by the Office of Minority Affairs.

- The Center functions in accordance with the ethical principles of the American Psychological Association, which include standards regarding human differences and nondiscrimination.
Questions about diversity and professional practice are a part of every interview for trainee and staff candidates, and applicants who fail to satisfactorily address these questions are not hired. The internship program includes 15 weeks of specific seminars addressing diversity from both academic and experiential perspectives.

Office of Student Financial Aid

The financial aid program helps maintain ethnic-minority diversity and socioeconomic diversity in the student population granting aid to approximately 56 percent of the minority student population and 66 percent of underrepresented students. For undergraduates alone, awards are made to 58 percent of the minority population and 70 percent of underrepresented undergraduates.

The Office coordinates the Diversity Scholars Program, which supports approximately 180 scholars and ensures a selection process that assists in the recruitment of underrepresented minority students.

On an annual basis, the Office coordinates a diversity match pool combining endowment scholarship funds, restricted on the basis of ethnicity or gender, with limited institutional funds to maximize scholarship utilization.

The Office provides significant information and support to the Washington State Achievers Scholarship Program that serves an ethnically and socioeconomically diverse population. Similar services are provided to other diverse scholarship programs such as the Gates Millennium Scholarship Program.

The Office participates in several outreach activities (e.g., high school visits, GEAR UP presentations, the Black College Fair, Plan-A-Transfer Day, and the Yesler Terrace Higher Education Project) with the goal of informing potential students, many of whom are ethnic minorities, of available financial aid to help them afford college.
Several staff members are involved with state association activities to encourage diverse students to attend college (e.g., the Early Awareness Committee and the Ethnic Diversity Scholarship Committee for the Washington Financial Aid Association).

**Staff Diversity Data**

See highlighted portion of attachment.