

*Answering a request by UW student groups, President McCormick, the University of Washington Regents, student leaders, and UW administrators signed a Diversity Compact on October 21, 2000. They pledged to improve diversity on the UW campuses through 19 specific initiatives, which the Diversity Compact describes.*

## **University of Washington Diversity Compact**

WHEREAS foremost among the University of Washington's values is respect for the diversity of human experience and perspective, and,

WHEREAS our University can best pursue its mission in a climate that fosters understanding of and value for diversity, we do hereby individually and collectively commit to accomplishing the following by May 2001:

I. Together, we commit to work to improve the diversity of our campus community. Our near-term goal is to return minority student enrollment to pre I-200 levels consistent with current law (we will have official results available by next October). Our long-term objective is a campus community of students, faculty and staff that fully reflects the human diversity of our state and our world. While equitable representation of racial and ethnic minorities is one of the most challenging aspects of our diversity goals, we are all committed to improving our University's diversity, with regard to race, sex, religion, sexual orientation, culture and physical ability.

Accordingly, we will work together in 2000-01 on the following specific actions to improve the diversity of our student body:

1. The University will review and assess its outreach and recruitment programs for undergraduate and graduate education. Based on the findings of this review, we will all work together to ensure that our efforts in outreach and recruitment are as effective as possible.
2. The University will support the newly formed student ambassador program. We will all work together to support the twenty-four student ambassadors with advice and assistance as they seek to attract more students from diverse backgrounds to attend the University of Washington.
3. The University will support the recruitment and outreach efforts in the Yakima Valley and elsewhere in Eastern Washington. We will all work together to support these efforts with close coordination with Seattle, King County and Western Washington-based activities.
4. The University will expand its efforts in recruitment and outreach for graduate students through the Graduate Opportunities and Minority Achievement Program (GO-MAP). These will include the first GO-MAP Orientation, a new Prospective Graduate Student Days to coordinate visits from minority students to campus, and interdisciplinary symposia and panel discussions on diversity and related topics. We will all work together to enhance these recruitment and outreach programs.
5. This year, the University will develop a multi-year action plan for raising scholarship funds to support our diversity efforts, with a minimum objective of \$25 million in endowment funds. We

will all work in support of University development efforts that will generate such scholarship funds.

6. The University will develop new collaborative action plans in concert with the Hispanic Scholarship Fund, the American Indian College Fund, and the United Negro College Fund. We will all work together to support these action plans for improved student recruitment and enhanced financial support.

7. The University will continue to support its aggressive and innovative GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) activities that enable low-income students to visit the University, attend classes, and learn more about the opportunities to attend college. We all commit to support GEAR UP by volunteering and recruiting mentors and tutors.

8. The University has established partnerships with four predominantly Native American middle schools and will expand that number to eight beginning 2001-02. We will all work together to support these partnerships to increase the numbers of students who succeed in high school and apply to the University of Washington.

9. Students at the University of Washington have created outreach programs, such as EMPOWER and the Diversity Fair, to support diversity recruitment. The University, and all of us, will work together to encourage and support such student-inspired programs.

10. The University of Washington will conduct a careful review and analysis of undergraduate admission policies and standards, with committee representation to include appropriate university faculty, staff, students and diversity organizations, with findings and recommendations to be submitted for consideration by the Faculty Council on Academic Standards by the end of the academic year.

II. Because all members of our campus community, and especially our students, need positive support, encouragement and inclusion, we commit to work together on an additional set of specific actions during 2000-01 to improve campus climate.

1. MOSAIC, in collaboration with University of Washington Libraries, has created a campus-wide book club called "Bridges." We all commit to support this program with active participation in the discussions and active recruitment of other members of the campus community. The University of Washington is committed to providing communications and administrative support for "Bridges."

2. A campus-wide diversity award, named the Brotman Diversity Award, has been established by the University of Washington, based on a suggestion from a student leader. Funding for the first year has been secured through a generous gift from University of Washington Regent Jeff Brotman. We all will work together to encourage strong nominations and to use this award program to encourage innovation and model best practices in building a stronger and better campus community.

3. The University will work aggressively in the 2000-01 academic year to expand curricular offerings that enrich students' exposure to and understanding of human and cultural diversity. These offerings will include the development of individual major requirements for diversity courses or

components within individual departments and schools, development of an ethnic studies option, and creation of a Program on Race, Ethnicity and Gender. These ideas were developed by a diverse group of students, faculty and administrators. We will continue to work together to support the establishment of these courses and programs, and we will undertake regular reviews to assess effectiveness and pursue improvements.

4. The University will expand its efforts to improve faculty and staff understanding of diversity issues. We will all work together to encourage a positive approach to improved campus climate through enhanced skills and understanding of those who teach or supervise others.

5. The University will complete the renovation of the Ethnic Cultural Center. We will all work together to enhance the value of this resource for improving campus climate and building community.

6. The University will establish mechanisms for its own accountability for improving campus climate through campus, alumni and admitted student surveys. We will all work together to use the information generated by these surveys to expand campus climate improvement strategies that are effective, and to modify or terminate those that are not.

7. The University will continue to create and support events that foster sociability and community on campus, such as Dawg Daze and the recent American Indian and Alaska Native Day. We all pledge to participate in such activities, encourage others to do so, and in general capitalize on these opportunities to build a more cohesive and inclusive campus community.

III. In support of both major objectives – a more representative and diverse campus and a more positive and inclusive campus climate – we will all work together in support of the following specific actions to be completed during the 2000-01 academic year.

1. The University of Washington, with the assistance of a search committee that includes students, faculty, staff, alumni and representatives from organizations outside the University, will complete its ongoing national search for a new Vice President for Minority Affairs.

2. The University of Washington, with the involvement of all interested groups and parties, will establish a new Campus Diversity Council which will report to, advise and support the Vice President for Minority Affairs.

We commit to meet again in May 2001 to review the accomplishments of the preceding six months. As we follow through on the commitments we affirm today, we confidently expect to be able to say next May, “Yes, this year we have made the University of Washington a stronger, better place.”

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(Signed at the Multicultural Alumni Partnership Breakfast October 21st, 2000)