

Following the precedent of the first Diversity Compact, signed in October 2000, President McCormick and other UW leaders reaffirmed their commitment to diversity in 2001. As with the first Diversity Compact, this document defines specific steps that the University of Washington will take to establish a campus community "that fully reflects the human diversity of our state and our world."

University of Washington Diversity Compact – 2001

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

WHEREAS the University of Washington Regents, in January, 1998 directed the President and the University administration to continue to pursue the goal of racial and cultural diversity, first enunciated in 1975, and in February, 1998 further affirmed the University's commitment to diversity in its faculty and staff, as in its student body, 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 continuing and expanding our efforts toward the objectives set forth in the first Diversity Compact, signed in October, 2000.

I. Together, we renew our commitment to work to improve the diversity of our campus community. Having taken an important step in 2000-2001 toward returning freshman minority student enrollment to pre-I-200 levels, we will now aim for another significant improvement on those enrollment levels by October, 2002. Our long-term objective of a campus community of students, faculty and staff that fully reflects the human diversity of our state and our world remains strong and undiminished. While equitable representation of racial and ethnic minorities continues to be one of the most challenging aspects of our diversity goals, we all remain committed to improving our University's diversity, with respect to race, sex, religion, sexual orientation, culture and physical ability.

We will all work together in 2001-2002 to address the Regents' goals of July 20, 2001, specifically to increase (1) the admissions applicant pool of underrepresented minority students, and (2) the proportion of minority students in the incoming freshman class, (3) the number of underrepresented minority students among undergraduate, graduate, and professional degree recipients, and (4) the number of tenured, tenure-track and research faculty from underrepresented groups. We will continue to work to increase scholarship support for those offered admission. Some of the additional initiatives to accomplish these include the following:

1. Pre-college diversity programs that work toward enlargement of the UW pipeline of K-12 students from inner city, rural, tribal, and farm worker communities have made good progress in recent years. We will all work together in 2001-2002 to develop cooperative linkages between these programs in order to achieve greater innovation and reach more effectively into minority communities and schools.

2. The Office of Minority Affairs, Undergraduate Admissions, Undergraduate Education, and the several colleges and schools that manage K-12 outreach programs will work together toward development of a common K-12 outreach data base to assess progress and establish an ongoing communications link with students and parents as we build a seamless K-12 pathway to the UW.

3. Those who collaborate in this effort will work together to assess ways in which the University can strengthen its support of school districts that are our partners in outreach programs such as Gear Up, MESA, and Jumpstart.

4. The University will continue to conduct regular reviews to assess the effectiveness of these initiatives and develop new strategies for improvement.

II. We reaffirm our commitment to work together to build on the actions of 2000-2001 to improve campus climate. The University will expand its efforts throughout the campus community to make the UW a more open and inviting place for all students, faculty and staff, recognizing that this requires a sustained long-term endeavor.

1. To complement and enrich the classroom experience, we will work together to create forums for discussion and dialogue among students, faculty and staff, and to lead us toward ideas and strategies that will aid the campus community in understanding and supporting diversity in the educational mission of the University.

2. The University will review existing and initiate new campus surveys to develop strategies for the enhancement of campus climate.

3. The University will review and assess training and workshop efforts across our campuses. These will provide information to determine what is being done and where improvements are required.

4. The University will develop a communication plan to promote awareness and understanding of the University's progress in all areas of diversity. It will also serve to coordinate activities and to highlight the contributions that diversity makes to our campuses.

5. The University will continue to work with MAP, MOSAIC and other organizations to explore and develop strategies to improve campus climate.

6. The University will work to enhance relationships with external communities to gain their perspectives about how the University can work with them to improve campus climate and community relationships.

7. The University will open the extensively renovated Ethnic Cultural Center in November, 2001. In 2001-2002 it will become an enhanced focal point for undergraduate and graduate student diversity programming, and for encouraging broader University and community participation in its activities.

8. The Office of Minority Affairs, Undergraduate Education, the Division of Student Affairs, the Graduate School and the academic schools, colleges and departments will work together to develop common strategies to ensure student academic success. One element of this effort will be to address the Regents' July 20, 2001 directive to analyze retention and graduation rates of minority students by type of educational program, and to set targets, identify strengths and weaknesses, and formulate plans to address weaknesses.

III. The newly constituted University Diversity Council, chaired by the Vice President for Minority Affairs, will facilitate Diversity Compact II on behalf of the University. The Council will focus its efforts on the themes of Outreach and Inreach (climate and retention) as recommended at the May 15, 2001 meeting that reviewed the progress of Diversity Compact I. The University Diversity Council will convene again in May, 2002 to review the progress of our work. In light of the events of September 11, 2001 this Compact takes on new meaning and importance that require us, as an institution and as a community, to reaffirm and validate our commitment to diversity as a core value.

(Signed at the Multicultural Alumni Partnership Breakfast October 20th, 2001)

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