September 16, 2016

Bill Covington
Chair, Faculty Council on Multicultural Affairs

Dear Professor Covington:

The Faculty Council on Multicultural Affairs is charged with responsibility “for all matters of policy relating to the interests of faculty of color” (Faculty Code, Sec 42-48).

Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2016-17 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Review the previously drafted “Law School Diversity Plan” (created in 2015-2016). Survey other UW schools, colleges, and campuses to see which among them have an active diversity plan in place, and review any existing plans. Identify best practices that might be shared among schools, colleges, and campuses. Develop a diversity plan template using these resources that may be adopted/adapted by departments, schools, colleges, or campuses around the university.
- Continue work on equity, access, and inclusion training in faculty career processes and procedures.
  - Review status of implementation of “Requiring Equity, Access, and Inclusion Training for Hiring Committees.”
  - Bring council-approved Class C resolution on Requiring Equity, Access and Inclusion Training for Faculty Promotion and Tenure Committees to the SEC in fall of 2016.
- Coordinate with Presidential Race and Equity Initiative Steering Committee via a FCMA designee or representative on the committee.
  - Follow up on Black Lives Matter Class C Resolution (approved 2016) and Class C Resolution on Living Wages (approved 2016).
  - Work to identify metrics that might be shared with schools, colleges, and campuses to facilitate assessment of progress on resolution goals and objectives.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Zoe Barsness
Faculty Senate Chair
Associate Professor of Business

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