Meeting Synopsis:

1. Call to order
2. Approval of the minutes from May 11th, 2015
3. Welcome Susan Astley as next year FCWA chair and co-chair of joint council
4. Discussion and Vote - black lives matter statement for joint councils and version to be put before senate (Exhibit 1) (Exhibit 2)
5. Discussion and Vote - minimum wage resolution for joint councils and version to be put before senate (Exhibit 3) (Exhibit 4)
6. Update VP faculty advancement
7. Update demographic data phone call and plans for next year
8. Update undergrad diversity and bias in tenure promotion committees and plans for next year
9. Guest PPT from Sexual Assault Advocates and request for discussion and possible vote on resolution for joint councils and version to be put before senate (Exhibit 5)
10. Adjourn

1) Call to order

Chapman called the meeting to order at 12:30 p.m.

There was some discussion of voting rights for members of both councils. The council support analyst (CSA) clarified that the FCMA-appointed ex-officio representatives currently do not hold voting privileges, and FCWA-appointed ex-officio members do hold voting privileges. He explained that by suggestion of a council’s chair, and by approval of the Senate Executive Committee (SEC), ex-officios may be given voting rights in their respective council. There was an interest expressed in granting FCMA ex-officio members voting rights, and the suggestion was to alter the voting rights of FCMA ex-officios in preparation for the next meeting of the council in the fall.

2) Approval of the minutes from May 11th, 2015

The minutes from May 11th, 2015 were approved unanimously as written.

3) Welcome Susan Astley as next year FCWA chair and co-chair of joint council

Susan Astley (Professor, Epidemiology and Pediatrics) explained she has agreed to chair the Faculty Council on Women in Academia (FCWA) for the 2015-2016 academic year. Members of both councils congratulated her on her decision to chair. It was noted that the two councils (FCMA &FCWA) are expected to continue meeting jointly for the next academic year.
4) **Discussion and Vote - black lives matter statement for joint councils and version to be put before senate** (Exhibit 1) (Exhibit 2)

The councils continued work and discussion on the Class C resolution concerning “Black Lives Matter”, which had been drafted by the joint FCMA/FCWA subcommittee (Exhibit 1).

The joint-council read the statement out loud with each member reciting a section. After this, council members discussed potential edits to be made; most of the edits discussed were based in grammatical accuracy and increasing clarity.

There was some discussion of including other groups in addition to the African-American community in the heading of the document. The recommendation was noted and discussed, but ultimately the statement was found to include other groups of color in its language. After discussion, the council found that a title change was not necessary. Chapman explained the formal title for the document will be “FCMA/FCWA Statement concerning Black Lives Matter.”

After substantive discussion, the finalized document was approved by majority vote of voting council members. (Exhibit 2).

5) **Discussion and Vote - minimum wage resolution for joint councils and version to be put before senate** (Exhibit 3) (Exhibit 4)

The council reviewed a draft Class C resolution on Minimum Wage, which was drafted by the Living Wages Subcommittee (Exhibit 3). The resolution is designed to respond to recently-approved Legislation on behalf of the City of Seattle, which has effectively raised the city’s minimum wage to $15 dollars an hour; the document advises the UW administration to implement the same wage regulation at the University of Washington.

The council held some discussion over supporting a GPSS (Graduate and Professional Student Senate) resolution on minimum wage via the joint-council resolution. There was a suggestion that the councils’ resolution should not comprehensively endorse the GPSS minimum wage resolution, as the document alludes to funding practices and other specific areas of implementation, which the councils found they did not have enough information on to thoroughly support.

After some discussion and several suggested edits, the council approved the Class C Resolution on Minimum Wage by majority vote (Exhibit 4). *As time was running low for the agenda item, the document was approved under the agreement that it would be revised after the meeting, according to the joint-council’s recommendations made in-meeting.*

6) **Update VP faculty advancement**

This item was missed due to time constraints.

7) **Update demographic data phone call and plans for next year**

This item was missed due to time constraints.

8) **Update undergrad diversity and bias in tenure promotion committees and plans for next year**
This item was missed due to time constraints.

9) Guest PPT from Sexual Assault Advocates and request for discussion and possible vote on resolution for joint councils and version to be put before senate (Exhibit 5)

The council welcomed the UW Sexual Assault Advocate Team to the meeting. The invited group was composed of Maya Monroe (student), Leigh Friedman (student), Melissa Tumas (Training & Education Coordinator, Health and Wellness), and Dana Cuomo (Health and Wellness Advocate, Health and Wellness).

The Sexual Assault Advocate Team made a presentation to the council focused on providing a brief background into the current state and severity of sexual assault at the University of Washington, especially relating to its student population. Undergraduate surveys (random-samples, UW undergraduate population) were conducted in 2011 and 2014, which revealed that “24% of women had experienced unwanted sexual touching over the course of the previous year, and 8% of men.” Additionally, “6% of women and 2% of men had experienced rape.” It was noted these figures are somewhat consistent with the national statistic on the same inquiries.

The guests explained the surveys also asked students who they told about their sexual assault experience. The surveys showed that 73% of students told a friend about their sexual assault (which was noted to be an important step for recovery). The guests explained 17% of students reported they told no one of their experience, and a very small percentage of students reported the occurrence to local police.

The guests then gave a brief background into the process for reporting sexual assault internally, to the University of Washington, as a student. This process traditionally includes induction of the case by the Community Standards and Conduct office (or other bodies), and may include the forwarding of the case to a re-review on the part of the FAB (Faculty Appeal Board).

The guests explained that given the data they have collected, they have found that the UW requires improvement in its providing of resources for survivors of sexual assault within the community. They explained they have prepared a resolution, designed to encourage the university to provide improved resources for students who have experienced sexual assault, especially by way of revising training requirements for faculty sitting on the FAB (Exhibit 5).

Council feedback

The council asked a series of questions surrounding the process for hearings of Title IX cases (sexual misconduct), including how faculty are appointed to the FAB. The guests explained the UW Faculty Senate appoints seven members from UWS, UW Bothell, and UW Tacoma to comprise the board.

Chapman explained that given that the meeting has reached its end-time, they would like to send the resolution around and review it further for the fall of 2015. She thanked the guests for all their work in protecting the rights of students who have been the victims of sexual assault.

10) Adjourn

Chapman adjourned the meeting at 2:20 p.m.
Minutes by joey Burgess, jmbg@uw.edu, council support analyst

**Present:**
- **Faculty:** (FCMA) Rachel Chapman (chair), Jim Gregory, Janine Jones, Ralina Joseph, Joseph Babigumira, (FCWA) Sarah Prager, Michelle Shaffer
- **Ex-Officio reps:** Maureen Nolan, Patricia Devine, Elloise Kim, Katie Woods, Claudia Frere, Allison Chan
- **Guests:** Susan Astley, Dana Cuomo, Leigh Friedman, Melisa Tumas, Maya Monroe

**Absent:**
- **Faculty:** James Carothers, Delphine Yung, Cheryl Cooke, Michael Fialkow, Karen Fisher, Ann Mescher
- **President’s designee:** Sheila Edwards Lange
- **Ex-Officio reps:** Varsha Govindaraju, Alison Mehravari

**Exhibits**
- Exhibit 1 – fcmafcwa_joint_blacklivesmatter_statement_060815
- Exhibit 2 – fcmafcwa_joint_blacklivesmatter_statement_revised_approved_060815
- Exhibit 3 – ResolutionLivingWageDocJointFCMA_FCWA_060815
- Exhibit 4 – fcmafcwa_draftresolution_minimumwage_approved_060815
- Exhibit 5 – sexualassault_resolution_broughttofcmafcwa_060815
Faculty Council on Multicultural Affairs (FCMA) Black Lives Matter Statement


http://www.calfac.org/post/resolution-support-black-lives-matter-movement

http://www.washington.edu/faculty/files/2014/10/fcma-fcwamin_011215.pdf (scroll down to Exhibit 1)

http://www.thecollegefix.com/post/21186/

RESOLUTION DRAFT:

Whereas, the University of Washington Faculty Councils on Multicultural Affairs and Women’s Affairs support the ideals of social and racial justice and human dignity for all of our students and faculty; and

Whereas, the recent deaths of African American citizens at the hand of law enforcement officers raise questions about whether justice and equality are possible for young and poor people of color; and

Whereas, these deaths underscore the growing socio economic gap that threatens the current and future well-being of our students and faculty of color; and

Whereas, the entire University of Washington community is impacted by racism, poverty and inequality present in our classrooms; and

Whereas many of our students are way out in front of us faculty on these matters, and have seen the need to organize, demonstrate and bring their concerns, vision and demands regarding these issues to the University Leadership regarding how the University of Washington can better protect, promote, preserve and support the history, lives and futures of our historically under-represented, and especially Black American students, staff and faculty; and

Whereas, while we as faculty recognize the value of law enforcement institutions engaging in efforts to improve relationships with communities of color and young people, that problems still exist and
immediate improvements are needed on and off campus in order to protect the lives of students and faculty of color; and

Whereas, we express support of protesters both locally and across the nation who have endeavored to peacefully expressing their concern and frustration at the deaths of unarmed people of color; and

Whereas, we believe that the growing income and economic gap between rich and poor in America undermines efforts to increase equality and justice in our criminal justice system, our schools, and our economy,

Therefore, be it resolved that:

We, as University of Washington faculty as a whole encourage members of the University of Washington leadership, administration, faculty and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

Be it further resolved that the University of Washington leadership support Black Lives Matter forums, community meetings, and related peaceful demonstrations; and

Be it further resolved that the University of Washington as part of its Racism and Equity Initiative started by President Cauce reach out to University of Washington University Police and the Seattle Police Department to promote dialogue between educators and police officers in support of our University community; and

Be it finally resolved, that the University of Washington Initiative on Racism and Equity seek partnership with other university and community groups to call for the creation of a campus, community and national model for community policing as well as for innovative and well-funded programs that identify and address institutional racism in the university setting, direct marginalized young people into academic and career programs, and end institutionalized racism in our criminal justice system.
Faculty Council on Multicultural Affairs (FCMA) and Faculty Council on Women in Academia (FCWA) Joint Resolution on “Black Lives Matter” Statement

RESOLUTION DRAFT

WHEREAS, inherent in the tenets of our mission and values, we as University faculty know that “Black Lives Matter” and support the ideals of social and racial justice and human dignity for ALL including our students, staff, faculty and the communities we serve; and

WHEREAS, the continuing deaths of African American citizens and citizens of African descent at the hand of law enforcement officers raise questions about whether justice and equality are possible for young, impoverished and people of color; and

WHEREAS, the ongoing since conquest and slavery, but recent high profile killings of people of color across the United States underscore the growing socio economic and social equity gap that threatens the current and future well-being of our students, staff and faculty of color; and

WHEREAS, the entire University of Washington community is impacted by racism, poverty and inequality present in our classrooms, offices, streets and communities; and

WHEREAS, we as faculty recognize the value of law enforcement institutions engaging in efforts to improve relationships with communities of color and young people, we also acknowledge that problems still exist and immediate improvements are needed on and off campus in order to protect the lives of students, staff, faculty and communities of color; and

WHEREAS, we believe that the growing income and economic gap between rich and poor in America undermines efforts to increase equality and justice in our criminal justice system, our schools, and our economy here in the United States, and

WHEREAS, we express support of protesters both locally and across the nation who have endeavored to peacefully express their concern and frustration at the deaths of unarmed people of color; and

WHEREAS, our students are way out in front of faculty on these matters, and have seen the need to organize, demonstrate and bring their concerns, vision and demands regarding these issues to the University Leadership concerning how the University of Washington can better protect, promote, preserve and support the history, lives and futures of our historically under-represented students, staff and faculty, especially those who are African American and of African descent.
THEREFORE, BE IT RESOLVED that:

We, the University of Washington faculty as a whole encourage members of the University of Washington Leadership, administration, faculty, staff and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

BE IT FURTHER RESOLVED that the University of Washington leadership support “Black Lives Matter” forums, teach-ins, community meetings, and related peaceful demonstrations; and

BE IT FURTHER RESOLVED that the University of Washington as part of its Racism and Equity Initiative started by President Cauce reach out to University of Washington Police Department and the Seattle Police Department to promote dialogue between educators and police officers in support of our University community; and

BE IT FINALLY RESOLVED, that the University of Washington Leadership through the Initiative on Racism and Equity and any other relevant UW groups that exist or need to be created seek long-term partnerships with other UW and community groups to call for and work towards: 1) the creation of a campus, community and national model for community policing and review, 2) innovative and well-funded programs that identify and address institutional racism in the university setting, 3) campus collaborations that direct marginalized young people in the communities we serve into academic and career programs, and 4) the end of institutionalized racism in our criminal justice and educational systems.
Resolution on Minimum wage

WHEREAS, “As an integral part of a large and diverse community, the University [of Washington] seeks broad representation of and encourages sustained participation in that community by its students, its faculty, and its staff.” (UW Regent Policy No. 5); and

WHEREAS, the City of Seattle has passed landmark legislation to raise minimum wage to $15/hour; and

WHEREAS, the faculty recognizes the administration’s efforts to address this legislation by raising both non-student and student employee minimum wage in 2015 to $11 per hour.

BE IT RESOLVED that the faculty requests that the administration appoint an advisory committee on living wage; AND

BE IT FURTHER RESOLVED that through the advisory committee the Faculty Senate will continue working with the administration to develop a more equitable environment.

In doing so, the University of Washington will ensure that the advisory committee:

- shall comprise appropriate stakeholders including faculty, student, and staff representation.
- continue to educate and inform faculty on the need and costs of both student and staff support.
WHEREAS students, staff, and faculty are mutually critical to the University of Washington’s endeavors, success, and excellence; and

WHEREAS it is written in our University of Washington Vision & Values statement, “As a public university we are deeply committed to serving all our citizens;” and

WHEREAS, “As an integral part of a large and diverse community, the University [of Washington] seeks broad representation of and encourages sustained participation in that community by its students, its faculty, and its staff.” (UW Regent Policy No. 5); and

WHEREAS the growing income and economic gap between rich and poor in the United States of America, Washington state, and the University of Washington undermines our stated mission of equity, access, inclusion, excellence, and discovery; and

WHEREAS, the City of Seattle has passed landmark legislation to raise minimum wage to $15/hour; and

WHEREAS, the faculty recognizes the administration’s efforts to address this legislation by raising both non-student and student employee minimum wage in 2015 to $11 per hour.

BE IT RESOLVED that the faculty calls on the University of Washington administration to follow the City of Seattle’s minimum wage schedule for ALL workers and make an official announcement of this intention immediately; and

BE IT FURTHER RESOLVED that the University of Washington will ensure that the advisory committee on minimum wage:

1. comprise appropriate stakeholders including faculty, student, and staff representation; and

2. continue to educate and inform faculty on the value of both student and staff support and the need and costs of living wages.
WHEREAS, just and supportive post-sexual assault resources and prosecutorial processes are a right of all UW students, as upheld by Title IX [5], and

WHEREAS, the faculty appeals board, as defined by WAC 478-120-100, shall serve as a review body only, and whereas “board members may be disqualified from a particular formal hearing for bias, prejudice, conflict of interest, or any other reason which may prevent them from serving as impartial judges of the matter before the board”, yet have failed at to adequately train members or provide justice to either proposed duties or survivors [9], and

WHEREAS, in relation to key peer institutions this gap constitutes a significant deficit causing us to lag behind in our capacity to achieve and maintain excellence amongst students and faculty alike, there exists a deficit in training opportunities and training requirements for faculty and students alike, and

WHEREAS, there is a national groundswell of awareness of the need and demand for improved post and preventative sexual assault resources across public and private universities, the University of Washington has been lax in enhancing partnerships between faculty, staff and students in the areas of support and prevention

BE IT RESOLVED THAT;

1. UW leadership shall:
   a. commit appropriate staff, faculty and students to a joint review board: that will focus on reforming the faculty appeals board

   b. It will be led by Melissa Tumas, Leigh Friedman, two chairs of the joint FCWA/FCMA sexual assault subcommittee, and other appointed individuals including but not limited to: ASUW Director of University Affairs, the Director of SARVA, and appointed liaisons from each commission under the joint commissions committee of ASUW.

   c. This board specifically look at reforming the faculty appeals board regarding process transparency, training for FAB members, and oversight of the FAB process goals and actual results.

2. Increase training opportunities and requirements for faculty, staff, and students regarding how to support survivors of sexual assault, and

3. Work to enhance partnerships of faculty, staff, students and structured support resources on campus to better support survivors, and work to create a culture
4. Based on that assessment, the UW leadership shall commit to a flexible plan of action to reform the faculty appeals board, increase transparency of resources for survivors, increase training requirements for faculty staff and students, and enhance partnerships with transparent action steps, reporting cycle and accountability structure that is at least competitive with peer institutions; and

a. The above plan of action shall draw on all best practices and expert resources at the UW; and

b. In order to complete this assessment and action plan using best practices, UW leadership and the newly appointed joint FCMA/FCWA committee on sexual assault will work in collaboration with the joint review board that includes faculty, staff and student representation that has well-articulated duties, scope of power, and reporting structure to be engaged at each stage of assessment, planning, implementation and evaluation.

References