MISSION STATEMENT

The mission of the Office of Minority Affairs and Diversity (OMA&D) is to ensure the access and academic success of diverse populations through the advancement of knowledge, academic excellence, diversity, and the promotion of values, principles, and a climate that enriches the campus experience for all.

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About The Cover: The images depicted on the cover are details of the four historic Ethnic Cultural Center murals painted in 1972.

Report is available online at http://depts.washington.edu/omad/.

http://depts.washington.edu/omad/
Dear Friends,

As the University of Washington’s chief diversity officer, I am pleased to share the 2009-2010 Office of Minority Affairs & Diversity (OMA&D) Annual Report with you.

Since the founding of OMA&D 42 years ago, we continue our mission of increasing diversity on campus and enriching the collegiate experience of all UW students, faculty, and staff by offering a full complement of programs that address student, faculty and staff recruitment and retention, diversity research, curriculum transformation, and institutional change.

Grants comprise over 50 percent of the department’s funding base, as shown by the graphs on the right. For every dollar that the state invests in diversity, the organization generates an additional $1.27. This combination of funding allows OMA&D to maintain the standard of service provided to support access and excellence of underrepresented (African American, Hispanic/Latino, Alaska Native/Native American, Hawaiian/Pacific Islander), low-income, and first-generation populations.

OMA&D affects the lives of students even before they arrive on a college campus. Thanks to innovative pre-college and recruitment programs, we contribute to increasing the number of students who are prepared to attend college from both the high school and community college levels. As proven by increasing graduation rates, these students obtain degrees and by doing so, go on to contribute in the workforce and help build the economy. Over the years, students served by OMA&D become local and national leaders, and based on the support they received from these programs are prepared to bring greater sensitivity and diversity within higher education institutions. They are leaders equipped to work in diverse environments and have the capability to respond to issues of local, national, and global importance.

In the immediate future, OMA&D is working on improvements that will enhance departmental space and organization to better achieve our goals. Progress continues on the Intellectual House (formerly known as the House of Knowledge) longhouse facility that will serve the UW’s Native American community and is expected to be complete in early 2014. The Ethnic Cultural Center expansion project began in January 2011. Additional updates include the recent relocation of OMA&D Counseling Services to Mary Gates Hall and the upcoming co-location of pre-college programs on the third floor of Schmitz Hall. There are very exciting changes that lie ahead.

The UW is entering a pivotal time and the need to respond to economic issues brings a wide array of people together. In order to solve social inequities, work must be done with a common goal in mind. Diversity is a core value of this great institution, and because of OMA&D’s contributions to the University and in the community, that will always remain so.

Sincerely,

Sheila Edwards Lange, ’00, ’06
Vice President for Minority Affairs
Vice Provost for Diversity

A MESSAGE FROM THE VICE PRESIDENT & VICE PROVOST

The Ethnic Cultural Center (ECC) expansion project began in January 2011 with construction anticipated to last 14 months. The project will expand the current ECC from 10,000 square feet to over 25,000 square feet.

Support Comparison in 2009-2010

Dollar amounts reflect activity from July 1, 2008-June 30, 2010.
* Includes $1,124,000 for the addition of the MESA Program to OMA&D.
** Reflects a one-year reduction in the amount of GEAR UP grants.
IMPACT ON THE UNIVERSITY & COMMUNITY

EDUCATIONAL EXCELLENCE
Students served by OMA&D’s Educational Opportunity Program (EOP) take pride in achieving a high level of academic excellence. Since 1970, nearly 300 EOP students have been awarded Bonderman and Carlson Civic Fellowships, NASA Space Grants, and Mary Gates Research and Leadership Scholarships, while 18 students have received national-level scholarships. Students who benefit from the EOP Scholarship Program also graduate, on average, 15 percentage points higher than UW’s overall graduation rate. This success can be attributed to a strong array of academic services provided by the OMA&D Counseling Center and OMA&D’s Instructional Center.

HEALTHY LIVES
OMA&D is devoted to serving and supporting students in the sciences and medicine. Programs such as the Health Sciences Center Minority Students Program, the Stipends for Training Aspiring Researchers (STAR) and the Initiative for Maximizing Student Diversity provide encouragement and resources for undergraduates from underrepresented minority and economically disadvantaged backgrounds pursuing health-related fields. With over 50 alumni of the STAR program alone going on to complete professional or graduate degrees, OMA&D is responsible for producing some of this generation’s top scientists and medical professionals.

BUSINESS & INDUSTRY
A national leader in grant generation, OMA&D’s annual budget is over 50 percent grant funded. Among the several grants operated by OMA&D are GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) and Washington MESA (Math, Engineering, Science Achievement), both pre-college programs. OMA&D also fosters relationships with the business community by inviting diverse alumni and friends who are experts in their respective fields to mentor current students. In 2009-10, the Diversifying Our Professional Workforce Speaker Series featured panels comprised of prominent local professionals in both business and law.

BUILDING COMMUNITY
OMA&D serves as a liaison between the UW and diverse community groups, providing a University presence at various events and backing organizations such as the Center for Career Alternatives and El Centro de la Raza. Supported by OMA&D, the President’s Minority Community Advisory Committee (pictured above) also advises the UW President on diversity-related issues facing the University. OMA&D fosters community building through its various alumni-related events as well.

PARTNERSHIPS
University and community partnerships are extremely important to OMA&D. The office collaborates with campus organizations such as the UW Alumni Association, the Michael G. Foster School of Business and the Multicultural Alumni Partnership to plan and implement events at the University and in the community, as well as to produce its biannual E-newsletter and Viewpoints Magazine. OMA&D also fosters community partnerships with organizations such as the Yakima Valley Farm Workers Clinic, YWCA, YMCA Black Achievers Program, the Urban League Scholars Program, and regional tribes.

CHANGING DEMOGRAPHICS
The UW student body must reflect changing demographics in society. Since the University has moved to implement the Husky Promise, a commitment to grant UW access to students with financial constraints, OMA&D has been a critical partner in these efforts. Husky Promise has been a key factor in the UW’s ability to maintain a diverse student population as 39% of underrepresented minority students who were state residents benefited from the program in 2009-2010.
The Diversity Blueprint, developed under the leadership of Dr. Sheila Edwards Lange and the University Diversity Council, outlines priorities and a planning process to achieve an integrated vision and plan for change. The Blueprint outlines goals encompassing these major areas of emphasis for diversity: leadership and governance; student, faculty, and staff diversity; curriculum and research; and institutional and classroom climate.

The Diversity Blueprint is available online at: www.washington.edu/diversity/blueprint/.

"We have made great progress on diversity issues over the last 40 years at this University, and I’m very proud of the progress that has been made in the past decade. But we must never forget that the more diverse the participants around the table talking about any topic, the better the solutions that will be found."

- Phyllis M. Wise
UW Interim President
Excerpt from the 2010 Annual Presidential Address
October 12, 2010

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2Y/2D INITIATIVE

Two Years/Two Decades is a University-wide initiative that builds on the foundation of UW’s Vision and Values to develop a long-term direction for the next 20 years that takes into account larger societal factors and trends. Based on this direction, a near-term sustainable academic business plan will be created for the next two years that helps set the UW on the right path for the next 20. With diversity being one of the six core UW values, OMA&D plays a large role in this initiative.

More information can be found here: www.washington.edu/discover/leadership/provost/initiatives/2y2d
OMA&D PROGRAMS & SERVICES

A passionate commitment to multiculturalism, student access, and academic achievement connects the 17 units of the Office of Minority Affairs and Diversity (OMA&D). Programs provide student services and promote curriculum, faculty, and staff diversity. Most are located on or near the UW’s Seattle campus, while some offer services in the city of Goldendale, as well as Skagit, Snohomish, and Yakima counties. A strong outreach component keeps OMA&D in touch with state and local high schools and community organizations.

PRE-COLLEGE & RECRUITMENT PROGRAMS

Educational Talent Search
http://depts.washington.edu/omad/educational-talent-search/
Identifies and assists individuals from disadvantaged backgrounds who have the potential to succeed in higher education. The five-year, $1.6 million grant program provides academic, career, and financial counseling to its participants and encourages them to graduate from high school and continue on to the postsecondary school of their choice. (#P044A060851-10)

GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs)
http://depts.washington.edu/omad/university-of-washington-state-gear-up-project/
http://twovalleys-onevision.org/aboutus/index.html
Fosters college awareness and readiness for low-income middle and high school students by providing a variety of programs targeted to students and educators. The UW State GEAR UP Project (six-year, $2.7 million grant) serves 37 participating school districts. The Two Valleys-One Vision GEAR UP (six-year, $13.1 million) and Sky’s The Limit GEAR UP (six-year, $11.1 million) grants serve students in Eastern Washington and Skagit Valley. (WA State-#11-IA211; Two Valleys-#P334A050023-10 ACT14; Sky-#P334A060170-10 ACT08)

Ida B. Wells High School
http://depts.washington.edu/omad/ida-b-wells-high-school/
Provides alternative high school instruction on the UW Seattle campus for up to 40 students. Its diverse, multicultural curriculum uses a coordinated studies approach to learning.

Recruitment & Outreach
http://depts.washington.edu/reach/
Identifies and recruits academically competitive underrepresented students who will apply and, if admitted, choose to enroll at the UW. Makes multiple visits to high schools, community colleges, churches, and community centers.

TRIO Training
Offers U.S. Department of Education funded training on record keeping, performance reporting, project evaluation, student need assessment, proven retention and graduation strategies, and the effective use of educational technology. Supported by a pair of two-year grants that total $776,000. (#PA103A100007)

Upward Bound
http://depts.washington.edu/omad/upward-bound/
A federally funded, four-year $1.7 million grant program that encourages and assists students with high school completion. Prepares students to enter and complete a postsecondary education program. (#P047A070521-09)

UW Champions Program
A recruitment and retention program for youth and alumni of foster care launched in April, 2010. The program currently serves 30 students on campus and is a collaboration with the College Success Foundation’s Washington State Governors’ Scholarship for Foster Youth.

Washington MESA
http://depts.washington.edu/mesaweb/index.html
Builds a pathway to college and careers in science, technology, engineering, and mathematics (STEM) for K-14 students who are underrepresented in STEM fields. Supported by a five-year, $2.5 million grant, it is a leader in programs that support students, teachers, and parents to improve student outcomes. MESA’s Community College Programs are the newest additions to Washington MESA’s educational programs and services. Supported with funding from the National Science Foundation, its goal is to increase the number of underrepresented community college students who successfully transfer to four-year institutions and earn STEM degrees. (WA MESA-#DUE-0856830, WA MESA CC-#0856830)

OMA&D OFFERS PROGRAMS THAT...

• Help students grades 6-12 think about and prepare for college
• Support academic excellence and undergraduate achievement
• Encourage students to consider graduate and professional studies
• Graduate future leaders and mentors from diverse backgrounds

• Build faculty diversity and enhance diversity research
• Create a welcoming University climate for students, faculty, and staff
• Advocate, create, and carry out University diversity initiatives
• Engage with alumni and diverse communities
PRE-COLLEGE & RECRUITMENT HIGHLIGHTS

The mission of the OMA&D Outreach and Recruitment unit is to assist the University of Washington in enrolling a diverse and talented student body by identifying and working with students from historically underrepresented minority (URM) populations including African American, Hispanic/Latino, Alaska Native/Native American, Hawaiian/Pacific Islander and economically or educationally disadvantaged backgrounds. Our recruitment strategy focuses on the identification, preparation, and admission of underrepresented populations. The award-winning Student Ambassador program is managed by this unit and supports outreach and recruitment efforts.

BY THE NUMBERS (2009-2010):

• Through a comprehensive array of pre-college and recruitment programs, OMA&D provided services to over 15,000 K-12 students and 200 school districts.
• 680 URM freshman students were enrolled in 2010, representing 12% of the entire UW freshman class.
• Overnight programs (Essence of Success, Native American Student Day, Readiness for Islander Success in Education and Esperanza En Educacion) generated 253 applicants and resulted in 120 students enrolling.
• Several events successfully encouraged admitted students to attend UW. Student ambassadors made Dawg Calls to 623 students. Purple and Gold, a visitation program for admitted students, served 185 students and their families.
• Washington MESA sponsored 8 student delegates from the Vancouver and Spokane MESA Centers to represent the state in the National Wind Energy Challenge in Denver, Colo., in June 2010.
• 18 students served by the Two Valleys-One Vision and SKY is the Limit GEAR UP programs traveled to Washington, D.C. and Philadelphia to study United States history and government.
• At least 70% of Talent Search senior participants successfully enrolled in a post-secondary education program.
• Upward Bound served 84 students attending Cleveland and Franklin High Schools in Seattle.
• The TRIO Training Program website received 1.7 million hits from October 1, 2009, through September 30, 2010.
• Approximately 1,000 TRIO students participated in TRIO Quest during the year.

NOTABLES:

• Washington MESA hosted the statewide 2010 Washington MESA Day at the Microsoft campus in Redmond, Washington.
• Forty-nine percent of the Upward Bound students admitted to UW were at risk of not gaining admission to college.
• Previously housed in the College of Engineering, the University of Washington State GEAR UP Project joined OMA&D in September, 2010.

OMA&D’s annual WELCOME DAZE event connects hundreds of incoming underrepresented minority students and their families to OMA&D programs and services, as well as University and community resources.
OMA&D STUDENT SERVICES & ACADEMIC SUPPORT

The mission of OMA&D’s academic retention programs is to provide high quality and timely academic support services to enhance the persistence and academic success of students from diverse backgrounds. The retention model harnesses the academic potential of students using a purposeful, multi-faceted, student-centered approach that is designed to prepare students for success in the academic environment and for active participation as global citizens in our communities and larger society.

College Assistance Migrant Program (CAMP)  
http://depts.washington.edu/uwcamp/  
A five-year, $2.0 million grant funded by the U.S. Department of Education that allows UW to provide academic, personal and financial support to 50 students annually from migrant and farm worker backgrounds. Eligible students benefit from services such as advising, educational planning, stipends, and tutoring to help them successfully complete their first year at UW. (#5149A100031)

Early Identification Program  
http://depts.washington.edu/eip/  
Encourages and assists undergraduates from educationally and economically disadvantaged backgrounds to prepare for, enter, and succeed in graduate or professional school.

Ethnic Cultural Center  
http://depts.washington.edu/ecc/construction  
Provides a learning environment where students and student organizations collaborate, develop, and implement programs while building leadership and organizational skills.

Health Sciences Center Minority Students Program  
http://depts.washington.edu/omad/health-sciences-center-minority-students-program/  
Encourages students to pursue health-related professional and biomedical or behavioral research and provides academic support and experiential activities to help students become competitive and successful candidates for professional and graduate school. Also serves as the base support for two National Institutes of Health funded diversity programs: Stipends for Training Aspiring Researchers (five-year, $845,700 grant) and Initiative for Maximizing Student Diversity. (STAR-#1 R25 HL103180-01; IMSD-#R25GM058501-09A1)

Instructional Center  
http://depts.washington.edu/ic/  
Offers academic tutoring, skill development workshops, test preparation, study packets, exam review sessions, and special instruction where students can take their time to learn and not be afraid to ask questions. The double award-winning program provides opportunities for students to study together and develop support groups and lasting friendships.

Louis Stokes Alliance for Minority Participation (LSAMP)  
http://depts.washington.edu/lsamp  
A five-year, $2.6 million grant funded by the National Science Foundation that supports an alliance of institutions from Idaho, Oregon and Washington. Employs a collaborative model aimed toward increasing minority success in STEM (science, technology, engineering and mathematics) programs and boosting the number of minority students that go on for graduate education in STEM fields. (#HRD0901996)

McNair Program  
http://depts.washington.edu/uwmcnair/  
A U.S. Department of Education funded, five-year, $1.2 million grant that prepares low-income, first-generation, and underrepresented undergraduate students for doctoral study. Provides summer research and internship opportunities. Offers faculty mentoring and assistance in applying to graduate school, as well as a GRE preparation course. (#P217A070156-10 ACT01)

OMA&D Counseling Services  
http://depts.washington.edu/oma/eop/  
Promotes academic success and graduation for underrepresented minority, economically disadvantaged and first-generation college students at UW through a comprehensive academic support program of services. Acts as the umbrella organization for the Educational Opportunity Program (EOP), CAMP and SSS. OMA&D Counseling Services also administers several programs including the Mentor Power for Success Program, a dynamic autumn quarter partnership between incoming OMA&D students and continuing UW student mentors to help them make a successful transition to University life. The Diversity Scholars program was created in 2000 to recruit and support high-achieving underrepresented minority students. The Reach Out and Reconnect (ROAR) Re-entry Program is a service for UW students who are not currently enrolled and would like to return. The Summer Transition Program provides opportunities for students to prepare for the new academic, personal, and social challenges they will encounter at the UW. OMA&D also continues to work with the College Success Foundation and the Achiever’s Program, focusing primarily on student retention and graduation.

TRIO Student Support Services (SSS)  
http://depts.washington.edu/triosss/  
A five-year, $2.8 million grant program funded by the U.S. Department of Education that serves 300 low-income and first-generation college students, as well as students with disabilities. The SSS STEM grant (five-year, $1.1 million) also serves 120 students annually who are pursuing degrees in science, technology, engineering, and mathematics. Eligible students receive academic advising and mentoring, financial aid, and career advising. (SSS-#P042A060671-10 ACT08; SSS STEM-P042A100541)
OMA&D is the beneficiary of several federal grants from a wide array of organizations including the U.S. Department of Education, the National Science Foundation, and the National Institutes of Health (NIH) National Heart, Lung and Blood Institute (NHLBI). With a variety of focal points, these grants allow OMA&D to better serve underrepresented, low-income, and first-generation students, as well as students with disabilities. Funds from these grants have also covered over 50 percent of OMA&D’s annual operating budget for the last three years, allowing the department to continue to provide outstanding academic services to a diverse student body amidst tough economic times.

One such federally funded program is the Initiative for Maximizing Student Diversity (IMSD) within OMA&D’s Health Sciences Center Minority Students Program. IMSD serves students such as chemistry major Alexandra Herndon, who was initially exposed to research through her involvement in the program. Herndon, who plans to pursue a MD/Ph.D. program, was one of 15 undergraduates from across the country to receive a 2010 United Negro College Fund/Merck Science Initiative Award. The honor includes up to $25,000 in scholarships and two summer research internships. Herndon was in a position to earn such an honor as a result of her connection to the UW’s Goldberg Lab through IMSD. Due to her work in the inorganic chemistry lab, Herndon received the opportunity to put what she learned in the classroom to practical use. Thanks to OMA&D and the IMSD program, the sky is the limit for students like Alexandra Herndon.

BY THE NUMBERS (2009-2010):

- Academic retention programs share the responsibility of supporting the success of 4,824 undergraduate students (designated as Educational Opportunity Program students).
- 1,448 EOP students earned Dean’s List honors.
- 125 EOP students were supported by OMA&D’s merit-based and financial need-based scholarship programs. Another 20 students were provided financial support to study abroad.
- 293 students participated in the OMA&D/UWAA Mentor Program.
- The OMA&D Counseling Center worked with approximately 27% of the entire UW freshman class and received 9,764 total visits.
- The first-year retention rate for students who participated in the Summer Transition Program was 90%.
- Washington TRIO Expansion Program participants earned a mean grade point average of 2.92, with 68 appearing on the Dean’s List.
- Early Identification Program (EIP) students participated in 11 funded research opportunities and 11 students presented their research via oral or poster presentations at various research conferences.
- The mean grade point average for McNair program participants was 3.5.
- The Health Sciences Center Minority Students Program supported 56 students who conducted research with faculty on projects in the biomedical sciences during the academic year.
- The Ethnic Cultural Center and Theatre hosted more than 80 events, including a visit from UW alumnus and President of Palau Johnson Toribiong.
- 2,027 students visited the Instructional Center, representing 50,102 total visits and 93,950 total contacts.
- Approximately $30,000 in funding was provided to diverse students who studied abroad during the year through the International Initiatives Program.

NOTABLES:

- OMA&D’s annual orientation program, Welcome Daze, connected with more than 500 new students and their families.
- Of the 12 McNair Scholars who graduated in Spring 2009, eight were admitted to graduate schools and offered full funding packages. Two McNair Scholars were accepted into prestigious REUs (Research Experiences for Undergraduates) at the University of Washington and Duke University.
Faculty and Staff Affinity Groups are supported by the University of Washington as a way to advance its commitment to recruiting and retaining diverse faculty and staff. Organizations in higher education and the corporate sector have used affinity groups as a way to build community and improve recruitment and retention of diverse talent.

Asian & Pacific Islander American Association
www.washington.edu/diversity/affinity/api.shtml
Recognizing and honoring the rich ethnic, cultural, and social diversity of UW Asian and Pacific Islander American faculty and staff, the purpose of APIAFSA is to create, engage, maintain, and sustain a visible and supportive APIA community through several goals.

Black Faculty & Staff Association
www.washington.edu/diversity/affinity/black.shtml
The mission of the UW Black Faculty and Staff Association is to foster a greater sense of community and mutual support among black faculty and staff through mentoring and networking in an effort to provide an organized support system that enhances cultural diversity within the University, as well as enhance and support UW’s academic mission.

Queer Faculty & Staff Association
www.washington.edu/diversity/affinity/glbtq.shtml
The purpose of the UW Queer (Q) Faculty and Staff Organization is to create a visible and supportive Queer community.

Latino/a Faculty & Staff Association
www.washington.edu/diversity/affinity/lfs.shtml
The UW Latino/a Faculty and Staff Association is an advocacy, leadership development, and social network that addresses Latino/a issues in higher education, including the educational concerns and advancement of the UW Latino/a community.

Native Faculty & Staff Association
www.washington.edu/diversity/affinity/nfs.shtml
The Native Faculty and Staff Association seeks to focus on initiatives specifically related to the well being of the UW’s Native faculty and staff.

FACULTY SPOTLIGHT
Dr. Warren Buck, physics professor and Chancellor Emeritus at UW Bothell, joined a portion of Around the Americas, an epic 25,000-mile sailing expedition that circumnavigated North and South America with the mission of inspiring, educating, and engaging citizens to protect our fragile ocean environments. Dr. Buck, a long-time sailing enthusiast, served as a visiting scientist with the crew from Jan. 5-16, 2010. While onboard, he worked with several experiments that streamed data back to the UW Applied Physics Lab.

FACULTY & STAFF ADVANCEMENT
The primary mission of the Office of the Associate Vice Provost for Faculty Advancement is to ensure that the UW recruits, promotes, and retains an excellent and diverse faculty. Acting directly with the Office of the Provost and Office of Minority Affairs & Diversity, Dr. Luis Fraga works both on institutional policy issues and individual faculty cases. The Office for Faculty Advancement also supports faculty research through the Diversity Research Institute (DRI). The DRI aims to develop a community of scholars whose research focuses on diversity, social justice, and institutional transformation.

FACULTY ADVANCEMENT
- Involved with the tenure and promotion of seven faculty whose research is primarily focused on diversity.
- Assisted with the hiring of six new faculty members of color.
- Maintained a presence as a resource to faculty and administrators on issues related to diversifying the faculty.
- Presented and led a session on the topic of diversity at the ADVANCE Quarterly Workshop for department chairs.
- Held an informational session for junior faculty of color on the topic of changing departmental climate and culture.

www.washington.edu/diversity/apvfa/index.shtml

DIVERSITY RESEARCH INSTITUTE
- Co-sponsored and co-coordinated the Diversity in a Time of Fiscal Adversity Conference held at UW and attended by diversity professionals from college campuses throughout the Northwest.
- Coordinated a panel discussion on immigration reform titled “Is Immigration Reform Possible?”
- Sponsored second annual Dialoguing Difference Conference organized by the Women of Color Collective (WOCC) at the UW.
- Organized the DRI Senior Invited Scholar Lecture Series and the DRI Brown Bag Lecture Series, each focused on highlighting scholarly research on issues of diversity.

www.washington.edu/diversity/dri/index.shtml

Disability Services Office at least ten days in advance: 206.543.6450/V, 206.543.6452/TTY, 206.685.7264/FAX, or dso@u.washington.edu
To request disability accommodation, contact the Disability Services Office at least ten days in advance: 206.543.6450/V, 206.543.6452/TTY, 206.685.7264/FAX, or dso@u.washington.edu
INSTITUTIONAL TRANSFORMATION

OMA&D provides leadership on many institutional transformation initiatives such as diversity planning, assessment of issues and programs, and developing resources on best practices. The Center for Curriculum Transformation assists both individual faculty members and academic departments in developing courses and curriculum that include the study of race, gender, ethnicity, nation and nationhood, class, disability, sexuality, religion, and their intersections.

DIVERSITY COUNCIL

http://www.washington.edu/diversity/divcoun/
The University Diversity Council is the primary advisory committee to the President on matters of diversity and equity at all three UW campuses. Dr. Sheila Edwards Lange, Vice President for Minority Affairs and Vice Provost for Diversity, chairs the council. Members of the council include University administration, faculty and staff, undergraduate and graduate students representing student groups and student government; and members of the community with an interest in diversity in higher education.

COMMITTEE ON DISABILITY ISSUES

The goal of the UW Committee on Disability Issues is to advance systemic change and overall improvement of campus climate for persons with disabilities at the University of Washington. Included among the many committee responsibilities are identifying issues of concern for persons with disabilities and making recommendations for improving the climate for faculty, staff, students, and other UW community members with disabilities.

INSTITUTIONAL TRANSFORMATION

- Completed the University of Washington Diversity Blueprint with guidance from members of the Diversity Council.
- Produced the 2010 Tribal Leadership Summit Resource Directory, featuring over 60 programs and partnerships for Native students, faculty, staff, and communities.
- Collaborated with the Information School to offer a two-quarter curriculum transformation seminar on Native American and Alaska Native cultures for 10 faculty members.
- Created a Diversity Portal for the UW web site featuring stories and information about programs, activities, and events across the University.
- Restructured the Committee on Disability Issues to address University-wide change in systemic ways.

OMA&D’s Office for Faculty Advancement, Center for Curriculum Transformation and Community and Public Relations units sponsored the Diversity in a Time of Fiscal Adversity Conference on April 27, 2010. Presenters and conveners hailed from universities and colleges from across the region including Lewis & Clark College, University of Montana, University of Oregon, Pacific Lutheran University, Reed College, University of Utah, University of Washington, UW-Tacoma and Washington State University.
ALUMNI AND COMMUNITY ENGAGEMENT

The Advancement and the Community and Public Relations (CPR) units work together to implement programming and events that promote the mission of OMA&D. The Advancement team’s primary objective is to engage alumni and stakeholders in meaningful interactions that foster pride, advocacy, and support for OMA&D. The CPR team collaborates with University and community partners, as well as UW alumni of color, to support diversity efforts at UW and across the state. The unit is responsible for managing communications, media relations, and new media, as well as organizing special events on and off-campus.

COMMUNITY & PUBLIC RELATIONS

- Created and implemented The Weekend, an inaugural series of events for alumni of color and friends of diversity held in conjunction with UW’s Homecoming.
- Hosted the second annual Alumni Remix attended by approximately 250 alumni of color and friends of diversity. The 2010 event included an evening of networking and entertainment at the Rainier Chapter House in Seattle’s Capitol Hill neighborhood.
- Collaborated with the UW Alumni Association to produce the biannual E-newsletter and Viewpoints Magazine, a pair of publications with an OMA&D alumni focus.
- Led the redesign of both the Diversity and OMA&D web sites, bringing both sites up to current UW marketing standards on the heels of the launch of the newly redesigned UW home page.
- Executed the annual EOP Celebration dinner and scholarship fundraiser for the second consecutive year.
- Managed the Samuel E. Kelly Distinguished Faculty Lecture that featured Boeing Professor of Computer Science and Engineering, Dr. Richard Ladner. Dr. Ladner’s lecture topic was “Designing and Building Technology to Empower People.”


Since 1971, OMA&D’s annual dinner and scholarship fundraiser, EOP CELEBRATION, makes it possible for more than 800 UW students to receive scholarships. The annual event also honors the recipient of the Charles E. Odegaard Award, the UW’s longest-standing diversity award.

COMMUNITY GROUPS

FRIENDS OF THE EOP
Founded in 1971, the Friends of the Educational Opportunity Program (FEOP) encourages participation and interest in the EOP at UW, establishes and maintains communication between the membership and OMA&D, educates the general public as to the scope of minority educational needs, encourages financial contributions to the EOP, and acts in an advisory capacity to the Vice President for Minority Affairs and Vice Provost for Diversity.

MINORITY COMMUNITY ADVISORY COMMITTEE
Established in 1997, the President’s Minority Community Advisory Committee (MCAC) advises the University president on special issues facing the UW. The committee assists in strengthening and maintaining the University connection with communities of color, with special attention to the advancement of University diversity efforts and programs.

MULTICULTURAL ALUMNI PARTNERSHIP
Formed in the spring of 1995 to promote diversity within the Alumni Association and the University community, as well as to encourage students, faculty, and alumni from diverse or disadvantaged backgrounds in their studies and careers. Sponsors the annual Bridging the Gap Breakfast to honor alumni who have made a positive impact on their communities.
TRIBAL RELATIONS

• Coordinated the fourth annual Tribal Leadership Summit. The agenda centered around the outstanding potential that exists to create beneficial partnerships between UW programs and tribes.

• Held a Memorandum of Understanding (MOU) Commemorative Signing Event on September 11, 2010, on the UW campus. The MOU was entered into by the UW and several tribal governments with the purpose of enhancing and sustaining the government-to-government relationship between participating tribes and the UW in accordance with protocol outlined in the Washington State Centennial Accord.

• Strengthened its partnership and actively engaged with the Affiliated Tribes of Northwest Indians by visiting tribal governments and facilities. Hosted meetings and made presentations to tribal councils.

• Continued to work with the Native American Advisory Board on its priorities to recruit and retain Native faculty, staff, and students, as well as build a longhouse style facility on the UW campus.


ADVANCEMENT

• Worked in partnership with the CPR team to implement EOP Celebration, a dinner and scholarship fundraiser for EOP students. The many donors and sponsors for the 2010 event gave more than $151,000, doubling what was raised just six years ago.

• Established the Office of Minority Affairs and Diversity’s Vice President’s Club which recognizes donors who give $1,000 or more to any OMA&D fund or program throughout the year.

• Created a quarterly panel (Diversifying Our Professional Workforce: Alumni and Supporters of Diversity Speaker Series) that brought alumni and community members to campus to share their stories and advice with students.

• Worked with EOP alumnus Nate Miles in his role as a UW Foundation Board of Trustees Director. Since July 2009, Miles has represented the interests of OMA&D within the UW Foundation and advocated for OMA&D funding priorities to organizations and individuals.

• Collaborated with colleagues in the CPR unit, as well as colleagues across campus with the UW Alumni Association’s Constituent Relations Program.

• Continued efforts to ensure that OMA&D is well represented in a future UW campaign by working closely with the Vice President to expand its network of supporters and identify funding priorities.

• Made progress on the Intellectual House (formerly known as the House of Knowledge) facility. Due to state funding secured in 2009, architect Jones & Jones of Seattle was hired to complete the pre-design phase. Held events to increase the visibility of the project, expand the network of community supporters, and raise money to support the design and construction.

DONOR RECOGNITION

The University of Washington Office of Minority Affairs and Diversity would like to acknowledge the following individuals and organizations for their generous support:

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Washington State Dept. of Social & Health Services  
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The Vice President’s Club recognizes donors who contribute $1,000 or more annually to funds within the Office of Minority Affairs and Diversity.*

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