Race & Equity Steering Committee Meeting
Monday, June 13, 2016 – 10:30am – noon
224 Mary Gates Hall

Committee members in attendance: Chadwick Allen, David Eaton, Gabriel Gallardo, Mary Gresch, Gonzalo Guzman, Beth Kalikoff, Marisa Nickle, Sharon Parker, Terryl Ross, Denzil Suite, Mariama Suwaneh and Ed Taylor

Staff: Jeanette James and Leilani Lewis

Welcome

Committee Chair Ed Taylor called the meeting to order at 10:30am. He thanked committee members for their hard work throughout the 2015-16 academic year.

Reflecting on 2015-16

- Kick off with Harry Belafonte was a good start to the year
- Pleased with training efforts – this is something to continue to push forward
- Involving students on the steering committee has positively changed the dynamic and conversation
- Pleased with the will and collective effort of everyone involved
- We must do a better job of utilizing the Diversity Blueprint. That’s how we will reach department/units. R&EI must play a role in socializing the Blueprint. There is a disconnect that we need to fix. We need an integrated approach.
- Race and Equity has been top of mind for everyone. Deans and other leaders have an elevated sense that this is a part of their job.
- Even with the elevated effort that the Initiative has brought, the struggle is there’s still racism out there. There are a million more things to do.
- Impressed with the responsiveness of the committee. Some students see this as antagonistic. But this is a responsive committee.
- On the Tacoma campus there have been very good outcomes and some not very good outcomes. There has been some push back on the Chancellor/Vice Chancellor that not enough is taking place. Information and communication is out there but there was still a ‘raise to rally’ call in a negative way. The Tacoma Race and Equity committee put out its agenda last week and it didn’t get a lot of response. Everyone is busy keeping up with all of the demands and programs throughout the year and there is a heightened focus is on communication.
- Expectation of a fast response time is high. We have to manage that expectation.
Priorities for 2016-17

- Developing leadership competency for Deans, Chancellors, Chairs, etc. in leading this work. There must be a sense of shared leadership and training for leaders on cultural competency, common language and how to engage/support students in demonstration and protest.
  - There’s a fear of misstep (especially among Deans and other leaders).
  - It’s a commitment and skill to respond quickly. Must exhibit in real time a learning moment. Must model cultural competency as a skill.
  - Must re-envision for many leaders that this is shared work. Must have breadth of understanding on a wide array of issues.
- Faculty engagement is really important (recognition and pulling more into the fold).
- Re-orient leaders to (new) Blueprint!
- Expand communication channels so we are reaching audiences in the best way possible. Website will go through a major shift this summer.
- Create shared spaces where faculty, leadership and students can engage in this work together. These must be sacred spaces where people can truly be vulnerable.
- Spark involvement at the academic unit/major/department level.
- Educate and socialize in all possible moments. For example, EOAA (Alexia) and Faculty Advancement (Chad) meet with Deans on their affirmative action plans. We can give R&EI updates at the same time.
- Tribal Relations didn’t get linked in to the R&EI. It’s important that we are having conversations about sovereignty.
- Do we need a set of norms? Yes, but developing a set of principles needs to come from the community. Even with the community generating these, there will be people who dissent.
- Create opportunities for affinity/caucus conversations.
  - Units might be the way to go.
  - Partnering with RSO’s and Legacy groups could be another way to go.
  - How do we connect with student who share the perspective but not the approach?
- Clarify the scope for R&EI. What’s in the sandbox? Once that is established we can determine what success looks like.
- We have to acknowledge the power and privilege that Deans and Chancellors have. We have to move beyond the fragility. This is our shared responsibility. There needs to be some thoughtful engagement. The learning needs to be experiential.
- UWT had a required cabinet-level, director-level training on anti-racism but everyone learned something that advanced the conversation.

Communications Plan

- Leilani provided an update on the draft communication plan and shared the high level priorities.
- This hasn’t been done at an R1. What can we share at the meta-level? Here’s what we are learning. Share progress on what we are learning as we go.
- Regular communications. Faculty seek and welcome information as well. What do we want to push out to faculty and what do we want back (what do we want to obtain from faculty).
- It’s our job to tell the story. The current narrative is that we are a campus in conflict with ourselves. That’s also a story that ‘sells.’
• How do we communicate specifically with those who are not minoritized?
• What does progress look like in a communications plan? What do we need to communicate?
  o Transparency in information
  o Faculty hires
  o Events

Policy Updates

• Policing: Affinity conversations with UWPD are continuing. There is interest in looking at a policing model that provides more community oversight and accountability. Final meeting of spring quarter will take place on 6/13.
• Access Summit: Hosted mini-summit on 5/31 and discussed undergraduate access and faculty access. Subject-matter experts (Patricia Loera, Paul Seegert and Chad Allen) provided an overview of their respective areas followed by a Q&A. Recommendations for future events:
  o Provide data w/context in advance.
  o Allow more time for small group dialogue and visioning.

Meeting schedule

• Will poll the committee to determine who will be available in July and August for R&EI steering. Summer would be a great chance for our committee to engage in some in-depth training.
• Will poll the committee on the best day/time for R&EI steering next year.