Meeting members in attendance: Chadwick Allen, David Eaton, Mary Gresch, Gonzalo Guzman, Beth Kalikoff, Kate O’Neill, Sharon Parker, Paul Rucker, Denzil Suite, Mariama Suwaneh and Ed Taylor

Staff: Jodene Davis, Jeanette James, and Leilani Lewis

Welcome

Committee Chair Ed Taylor called the meeting to order at 10:35am.

Diversity Infrastructure

Chad Allen provided an overview of offices and centers whose primary mission supports UW’s diversity infrastructure. There will be a more comprehensive inventory that will be coming soon along with college/school inventory. We are looking for alignment on this document with R&EI and with Diversity Council. This will ‘live’ in several places including on the OMA&D site, R&EI site, and the Diversity Portal.

Recap of meetings with Deans

-During winter and spring quarter, Ed Taylor, Leilani Lewis, and Jeanette James met with the Deans of each School and College (and their team members) at the UW. The purpose of these meetings was to better understand how to talk about race and equity in the context of school missions. A few things that were learned include:

  -Schools are seeking information exchange with other schools/colleges;
  -Schools had lots of questions about measuring success and improving culture and climate;
  -Schools wanted to better understand tensions that exist;
  -They also talked through challenges and pride points;
  -Finally, they expressed hope of significant investment from President and Provost for faculty and student recruitment and retention efforts.
Policy Updates

- Access: Community college initiative pathway work will directly support URM students. On May 31st we will hold an access summit so that all can better understand current efforts underway with faculty and undergraduate student recruitment as well as provide suggestions for how we might enhance the work.

- Policing: The President announced a public forum on policing. What has evolved are a series of affinity conversations on policing. Initial conversation took place on 4/26 with a follow up conversation on 5/17 with Chief Vinson.

- Divestment: UW Regent Vanessa Kritzer has coordinated two initial meetings with UW Treasury (5/19) and UW procurement/purchasing (5/16).

Spring Work Plan

Workshop pilot: R&EI will pilot 20 workshops this spring, across all three campuses. The sessions are full on Seattle’s campus and late May/June training are filling on Bothell and Tacoma campuses.

Inventory/College Reporting Tool: Planning is underway. There is agreement that these efforts should be combined.

Bias reporting tools: No update.

Other

Communications: We will use an R&EI Facebook page as an additional channel for sharing events and updates with the UW community. This will be the page for the initiative and steering committee participants will be called upon to answer questions as needed. We are still looking at when to launch and still determining if this will be an open or closed group.

Center for Teaching and Learning (CTL): CTL has created a guide for evaluations. This is a race and equity issue because research tells us that course evaluations tend to be lower for instructors from URM groups and other groups including those for whom English is a second language and those with differently abled individuals. This guide, based in research, will be revised and finalized and used by tenure and promotion committees for the coming year. It will be posted on the Provost and CTL website.

CTL: Theater for Change: Event is today (5/9) at the Intellectual House.