STANDING COMMITTEES

Academic and Student Affairs Committee

Race and Equity Initiative Update

INFORMATION

This item is for information only.

BACKGROUND

The goal of the Race & Equity Initiative (R&EI) is to affirm the University of Washington’s commitment of inclusion and equity for students, faculty and staff. The Initiative seeks to take on new ways to support and sustain diversity on all three campuses, in our region, state, and beyond.

In order to support and sustain diversity and equity at the UW, as well as in the local, regional and global communities we serve, we know we must directly confront bias and racism at the individual, institutional and systemic levels. These are three key focus areas:

*Focus #1: Confront individual bias and racism*

Our objective is to provide opportunities for students, faculty, and staff to build a shared and inclusive understanding around issues of equity, race, and justice. By creating spaces for sharing our perspective – and what we know and don’t know, we provide entry points into difficult conversations; ownership for moving this work forward; and teaching strategies that will foster more inclusive classrooms and learning spaces. The Race & Equity Initiative is fostering the kind of difficult conversations and personal learning experiences that are necessary to recognize our individual contributions and to move our collective action forward.

*Focus #2: Transform institutional policies and practices*

This is core to our work. We are examining policies and practices that are embedded in the institution and may serve as barriers to equity and excellence. Many deeply rooted institutional policies and practices ignore the social issues of the present. Often these are vestiges of less progressive times and they must be acknowledged, uncovered and addressed. The Race & Equity Initiative is working to change exclusionary or biased policies and institutional practices that lead to and maintain racial and other forms of inequity and deny people opportunities.
Focus #3: Accelerate systemic change

We are at a unique point in history with focus and momentum around issues of race, equity, and social justice. The Initiative will build on upon the work that has been done (internally and externally) in the past and collaborate with partners who are currently engaged in work on race and equity. Our University must be critical and thoughtful about its influence in this larger context. Our identity as an institution of higher learning has an impact well beyond the borders of our campuses — an impact that we can shape.

It is important to acknowledge that the City of Seattle and King County also have Race, Equity, and Social Justice Initiatives at this time. This presents us all with a unique opportunity to deepen our existing partnerships and amplify our impact.

The first year of this Initiative has called us to engage with our campus community. From large and small group dialogues to individual meetings with Deans and other senior leaders, we have gained valuable data and insight that allowed us to formulate a plan of action. Throughout spring the tri-campus UW community will see R&EI culminate the year with integrating assessments of campus climate, strengthening critical communications infrastructure, and building leadership capacity.

R&EI steering committee members:

Ed Taylor, Chair, Vice Provost and Dean of Undergraduate Academic Affairs
Chadwick Allen, Associate Vice Provost for faculty advancement
Zoe Barsness, Associate Professor, Milgard School of Business, UW Tacoma
Diana Betancourt, Senior, Political Science
Dario Bosiljvic, Senior, UW Bothell
David L. Eaton, Dean of the Graduate School
Gabriel Gallardo, Interim Vice President and Vice Provost, Office of Minority Affairs & Diversity
Mary Gresch, Chief Marketing and Communications Officer
Gonzalo Guzmán, Doctoral Candidate, College of Education
Beth Kalikoff, Director, Center for Teaching and Learning
Marisa Nickle, Director of Strategy and Academic Initiatives, Office of the Provost
Kate O’Neill, Professor of Law
Sharon Parker, Assistant Chancellor for Equity and Diversity, UW Tacoma
Terryl Ross, Director of Diversity, UW Bothell
Paul Rucker, Associate Vice President for Alumni Relations
STANDING COMMITTEES

Academic and Student Affairs Committee

Race and Equity Initiative Update (continued p. 3)

Denzil Suite, Vice President for Student Life
Mariama Suwaneh, Junior, Political Science
William Towney, Graduate Student, UW Tacoma

Attachments

1. Race and Equity Initiative Progress Report
2. Summary of Race and Equity Initiative + Dean Meetings
3. Race & Equity Initiative Action Plan, April 2016 – June 2017
4. UW Diversity Infrastructure
To: Board of Regents

From: Ed Taylor, Chair of the Race and Equity Steering Committee

Subject: Race and Equity Initiative Progress Report

Date: May 25, 2016

This is the second report to the Board of Regents on the progress we are making in the Race and Equity Initiative (R&EI).

These progress reports will include the following sections:

- Accomplishments (January – May)
- Summary report of meetings with Deans
- Spring Action Plan
- Diversity Infrastructure Document

Accomplishments to date:

- Met with each Dean on UW Seattle campus regarding college-level actions/activities that are currently taking place and on strategic diversity planning.
- Hosted Affinity-based conversations regarding UWPD policing practices.
- Hosted UW access mini-summit to engage students, faculty, and staff in conversation regarding undergraduate pipeline and faculty pipeline challenges and opportunities.
- Continued engagement with City of Seattle and King County.
- Finalized and posted R&EI spring action plan.
- Expanded website to include resources and accountability sections.
- Completed Diversity Infrastructure document to assist in making campus resources more transparent and accessible.
- Completed initial draft of tri-campus inventory of Diversity centers, programs, and events.
- Launched workshop/training pilot program across all three campuses. The pilot will reach approximately 450 staff/faculty (23 sessions). Topics include: cross-cultural communications and micro-aggressions; cognitive dissonance and unconscious bias; and cultural competence.
- Conducted student climate assessment through the Student Experience in the Research University.
- Offered Graduate School Course, “Engaging Oppression: Living Just Relationships” (quarterly).
- Form Faculty Advisory Committee to steward curriculum related to diversity requirement and overall quality of teaching and learning related to diversity – (fall quarter, 2016).
- Pilot Brotherhood Initiative for men of color (collaboration between OMAD, UAA, College of Education, and Student Life) – (fall quarter, 2016).
Overview
The Race and Equity Initiative Steering Committee Chair and staff team, consisting of Dean Ed Taylor (Chair), Jeanette James (R&EI Project Manager), and Leilani Lewis (Assistant Director of Communications) visited the deans of every school and college on the UW Seattle campus during the winter 2015/spring 2016 quarters. The purpose of these visits was to share information about the Race & Equity Initiative and glean a deeper understanding about how schools and colleges are working in diversity, equity, and inclusion spaces. We sought insights into their current challenges, their points of pride, and how they are working to meet the needs of their students. While each school provided a unique lens into their diversity and equity work, several common themes emerged from the meetings.

Infrastructure
- Most schools and colleges reported following the Diversity Blueprint and had committees, worked in collaboration (ex. Center for Equity Diversity and Inclusion in Health Sciences) dedicated staff, or staff time allocated for diversity and equity efforts within their school.
- Many schools and colleges have established pipeline and diversity programs that include partnerships with community, public schools, and corporate entities. They are actively collecting evaluative data on their various programs.
- Many schools and colleges are assessing and adjusting their strategies for collecting climate-related data.

Supporting Students
- Many undergraduate, graduate, and professional students have a sophisticated understanding of racial equity. These students are calling for more faculty who are equipped to center or include racial equity within their pedagogy.
- Most schools and colleges report a need for effective protocols when a student reports a racial incident, especially microaggressions, while completing degrees on campus, in the field, or within partner organizations.
- There is a need to make students aware of unconscious bias and microaggressions in order to prevent their frequency. Students who are new to conversations of race and equity need to be brought into the discussion by faculty and staff.

Training
- For some schools and colleges, and their departments, faculty and staff are active in race and equity spaces. Equity is reflected in their curricula, organizational culture, and strategic planning.
- For most schools and colleges, there are faculty and staff who need additional training on the current topics and ideas based in the movement for racial equity. Schools and colleges who are in need of training requested that R&EI workshops and training programs be made available to their staff and faculty.
Diversity among Students and Faculty

- Schools and colleges see the value in increasing diversity among faculty. The process for hiring faculty, from recruitment to making an offer, takes a dedicated team and resources and often takes place over the course of one or two hiring cycles (summer-spring). Most schools would like to increase their numbers of diverse faculty and are using the Diversity Blueprint to build this goal into their strategies.
- Many schools reported challenges with attracting a diverse student body. Most would like to increase scholarships and other financial incentives to attract students. Many schools and colleges recognize that diverse faculty would also increase the likelihood of bringing in diverse students.
- Many schools also recognize that faculty of color are often called upon to support diversity and inclusion work that is outside that falls outside of the scope of work required for tenure; therefore, supporting faculty of color is becoming a priority.

R&Ei Support

- All participants in these conversation reported a desire to exchange information with schools and colleges throughout campus.
- Schools and colleges would like support for creating an inclusive climate for students, faculty, and staff through race and equity trainings.
- These schools and colleges would like to be able to effectively measure their success with diversity and inclusion efforts with more comprehensive climate surveys.
- Schools and colleges are looking to support students and faculty who are learning and teaching in off-campus settings.
- Schools and colleges would like to increased financial resources to support diversity and inclusion efforts on all fronts.
Race & Equity Initiative Action Plan
April 2016 – June 2017

The development of an action plan for the Race & Equity Initiative is ongoing. The following are near-term action items underway Spring quarter as well as projects for the next academic year.

Spring 2016

The following projects are underway and scheduled for completion by July 2016:

1. Integrate Assessments of Campus Climate

Throughout the past several years, significant efforts have been made to assess climate at the Bothell, Tacoma, and Seattle campuses, respectively. These assessments varied in focus on students, faculty, and/or staff. The R&EI will advance this work in the following ways:

- Assessment efforts across our three campuses will be documented and analyzed for the purposes of identifying overlap and gaps
- Dashboards based on select survey and institutional data will be constructed to inform and advance ongoing conversations related to campus climate
- Recommendations for UW campus climate improvement and alignment with the 2016-2020 Diversity Blueprint will be presented to the Race & Equity Steering Committee and the Diversity Council

2. Promote Effective and Transparent Communications

Multiple outlets exist for campus stakeholders to report incidents of bias or violations of UW policies for non-discrimination. To make bias and incident reporting more effective and easy to navigate, the R&EI will launch two web-based tools to be ready for piloting by the end of the academic year:

- A system for reporting incidents of bias that can, when requested, provide assistance from a coordinated, campus-wide team
- A system for calling attention to institutional policies and practices that may hinder or advance equity and social justice
- An online inventory for schools and colleges to provide ongoing updates on local action plans and progress in areas of equity and diversity
3. Build Leadership Capacity

Even for those who are deeply committed to leading for equity and social justice, it is necessary to take time to reflect upon one’s own leadership knowledge, skills, and abilities. The R&EI will pilot two leadership development projects by the end of July 2016 with a goal of implementing a wider leadership development program during the 2016-2017 academic year:

- A range of half-day leadership development sessions (with varying emphases, including but not limited to unconscious and implicit bias, micro-aggression, macro-aggression, and cultural competence), conducted across all three campuses, for approximately 350 staff and faculty.
- A set of full-day training sessions for approximately 60 professional staff who will be called on to serve as facilitators in the next academic year’s R&EI-sponsored forums, dialogues, and other structured conversations.

2016-2017 Academic Year

As the R&EI enters its second year, the following project will focus on sustainable action and accountability:

1. Expansion of Leadership Development for Students, Faculty, and Staff

There is no one best way to address institutional bias and racism, but a deliberative approach to consciousness-raising and cultivation of critically oriented knowledge, skills, and abilities throughout our community of teachers and learners holds promise. The following measures will be enacted during the 2016-2017 academic year:

- Based on an evaluation and assessment of the leadership development sessions piloted in Spring 2016, opportunities for critical leadership development for University staff at all levels will be implemented.
- The Center for Teaching and Learning will generate additional opportunities for faculty and instructional staff who would like to deepen their knowledge in translating equity, cultural competence, and anti-bias work in the context of their teaching practice.
- The Office of Faculty Advancement’s will expand the Faculty Recruitment Initiative and develop a Faculty Retention Initiative to assist colleges, schools, and campuses in their efforts to recruit and retain outstanding faculty leadership.
- Student appointees to the R&EI Steering Committee will guide the creation of the R&EI Student Advisory Committee, through which new ideas for teaching, learning, and talking about race, equity, and social justice will be created.
2. Evaluation, Assessment, and Improvement of Ongoing Activities

Continuous improvement of policy and practice supported by rigorous evaluation and assessment is a standard component of University operations. We anticipate the following with regard to advancing more coordinated approaches to evaluation and assessment pertinent to the R&EI:

- The upcoming review of climate assessments at each of the UW’s three campuses will provide the R&EI Steering Committee and Diversity Council with an informed vantage point for consistency and continuity across the UW. Assessment outcomes will be reviewed, as will methodological approaches, so that we can develop an agenda for action and work to ensure that it is properly resourced.
- Evaluations and assessments of the R&EI itself will continue, particularly with regard to its facilitation of campus dialogues, forums, and related events. We recognize that continuing to provide opportunities for this discourse is important, yet we also recognize that the discourse should be generative, not repetitive, so that the R&EI can be as responsive as possible.
- A comprehensive analysis of the demographic data on UWPD citations will be collected and analyzed with an eye to whether there is evidence of differential targeting of students/staff/faculty of color.

3. Implementation of Accountability Actions and Measures

Pursuing real change requires real accountability, and real accountability is the responsibility of senior leaders whose work is transparent and held to high standards. The following are examples of accountability actions and measures underway and on the horizon:

- A follow-up to the 2010-2014 Diversity Blueprint, the 2016-2020 Diversity Blueprint will focus on advancing faculty initiatives, staff initiatives, campus climate, tri-campus diversity efforts, the dissemination of best practices, and accountability, all of which are consonant with the R&EI. All R&EI activities will be oriented to the goals and success metrics adopted in the 2016-2020 Diversity Blueprint.
- The Board of Regents is currently reviewing its own structure to evaluate how it can best support and elevate progress in the area of diversity, equity and inclusion. A sub-committee of the board will propose possible governance changes for board approval in May 2016.
- Center for Teaching and Learning will continue to review the Diversity Requirement implementation and effectiveness of teaching practices associated with it.
- Members of the R&EI Steering Committee will continue conversations with leaders from the City of Seattle’s Race & Social Justice Initiative and the King County Executive’s Equity and Social Justice team to ensure that the goals, strategies, and objectives for advancing equity and social justice of each are mutually reinforcing.
UW Diversity Infrastructure

University-wide Diversity Efforts

- University Diversity Council
- Office of Minority Affairs & Diversity (OMA&D)
  - College Access Programs
  - Student Success Programs
  - Staff Diversity Programs
- Tribal Relations
- Graduate Opportunities & Minority Achievement Program (GO-MAP)
- Office for Faculty Advancement
- Office of Equity & Diversity, UW Tacoma
- Office of Diversity, UW Bothell

Major Initiatives and Key Centers that Support University-wide Diversity Efforts

- The President’s Race & Equity Initiative
- Center for Teaching and Learning (CTL)
- Professional & Organizational Development (POD)
- Office of the Ombud
- Center for Multicultural Education (CME)
- Center for Health Equity, Diversity & Inclusion (CEDI)
- Indigenous Wellness Research Institute (IWRI)
- Washington Institute for the Study of Inequality and Race (WISIR)
- Center for Communication, Difference, and Equity (CCDE)

Diversity-Focused Spaces

- Samuel E. Kelly Ethnic Cultural Center (ECC)
- Samuel E. Kelly Ethnic Cultural Theater (ECT)
- Instructional Center (IC)
- waʔabʔaltxʷ – Intellectual House
- Health Sciences Center – Minority Students Program (HSC-MSP)
- Q Center
- D Center
- UW Women’s Center

Faculty-Focused Diversity Efforts

- Faculty Council on Multicultural Affairs
- Faculty Council on Women in Academe
- Faculty and Staff Affinity Groups
- UW ADVANCE
- Disability Services Office

Student-Focused Diversity Efforts

- Student Veteran Life
- Disability Resources for Students
- Disabilities, Opportunities, Internetworking, and Technology (DO-IT)
- Foundation for International Understanding Through Students (FIUTS)
- The Brotherhood Initiative

Student-Driven Diversity Efforts

- Kelly ECC Student Groups
- Diversity-Related Registered Student Organizations (RSOs)
- Associated Students of the University of Washington (ASUW)
- Graduate and Professional Student Senate Diversity Committee (GPSS)
- HUB Meditation Room

This document is not exhaustive of the many ways that diversity and inclusion is manifest at the UW. It is intended to show units/centers/programs where diversity, equity and inclusion are central to the mission and function.