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.