

RACE & EQUITY INITIATIVE

W

President Ana Mari Cauce launched a Race and Equity Initiative in Spring 2015 with a challenge: that all of us — students, faculty, staff and university leadership — take personal responsibility for addressing our own biases and improving our university culture. The Initiative is helping to broaden UW's ongoing work to advance diversity, equity and social justice, and build upon the longtime efforts of the Office of Minority Affairs & Diversity. It began with a commitment: that together we would combat the racism and inequities, both individual and institutional that persist here and throughout our society.

WHAT WE DO

Confront individual bias and racism

We must recognize and acknowledge that we are not all the same, that recognizing, valuing and celebrating our differences is what makes our University and our world stronger. 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.

Transform institutional policies and practices

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, maintain racial and other forms of inequity, and deny people opportunities.

Accelerate systemic change

The current national climate is difficult for those of us who view diversity and equity as core values; who believe in not only respecting, but also celebrating differences; who believe in justice and equity; and who hold dear the idea that everyone should have equal opportunities to achieve their goals and contribute to society.

Our University must be critical and thoughtful about its influence in this larger system. Our identity as an institution of higher learning has an impact well beyond the borders of our campuses — an impact that we can shape.

SPRING 2017

View all spring 2017 updates on the Race & Equity at website

Leadership Training

By the end of spring quarter, over 1,000 UW employees will have participated in the race & equity leadership development trainings. The training series, piloted in spring 2016, expanded to serve more employees in winter and spring 2017.

Bias Incident Response Tool

Multiple outlets exist for campus stakeholders to report incidents of bias or violations of UW policies for non-discrimination. To make reporting more effective and easy, a web-based tool, released winter 2017, was developed with support from the Race & Equity Initiative.

Student Programming

UW students on the Race & Equity Initiative Steering Committee initiated an RFP process to provide resources for student-led programs. The student leaders are reviewing applications and allocating program funds directly to RSO's and student organizations for the purpose of supporting equity on the Seattle campus. Student leaders in Tacoma and Bothell have a similar process for supporting student programming.

Building partnerships

The Race and Equity Initiative is forging new partnerships to connect resources, educational opportunities and training for staff and faculty, alumni and students. We also offer schools and colleges the opportunity to share the work the diversity and inclusion work they are doing through the race and equity at UW website.

LEARN MORE ON THE RACE & EQUITY INITIATIVE WEBSITE

uw.edu/raceequity

Resources | Updates | Stories