

STANDING COMMITTEES

Academic and Student Affairs Committee

Diversity Blueprint

INFORMATION

This item is for information only.

BACKGROUND

The University of Washington's Diversity Blueprint 2017-2021 will be presented to the Board. The University of Washington's Diversity Blueprint articulates the tri-campus community's aspirations for becoming a truly inclusive and equitable environment for learning, research, service, and outreach.

The Diversity Blueprint begins with the University of Washington's [Diversity Council](#), a body composed of faculty, staff, and students from across all academic and administrative units, which is charged with advising the Vice President of Minority Affairs and Diversity and Chief Diversity Officer on campus diversity issues. For the period 2010-2014, the first Diversity Blueprint established six broad goals for the UW:

- 1) Provide leadership and communicate commitment to diversity;
- 2) Attract, retain, and graduate a diverse and excellent student body;
- 3) Provide rich learning experiences and prepare students for global citizenship;
- 4) Attract and retain a diverse faculty and staff;
- 5) Encourage and support diversity research; and
- 6) Create and sustain a welcoming climate for diversity.

Specific metrics and specific targets were developed to assess progress for each goal area. Relevant data were collected in 2013 and 2014 and made available through a Goal Attainment Dashboard prepared by the Office of Educational Assessment (see: <http://www.washington.edu/diversity/files/2015/02/Diversity-Blueprint.pdf>.)

Although a number of the 2010-2014 Blueprint goals were attained or even exceeded, others require additional attention. There is room for continued improvement in the areas of student, faculty, and staff diversity, for instance, as well as in diversity research, campus climate, and diversity leadership. The President's Race and Equity Initiative is one example of the University's renewed response to these areas. The Initiative seeks new ways to support and sustain

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diversity at the UW, centers on creating an inclusive experience for students, faculty, and staff, and directly addresses issues of institutional bias and structural racism. This initiative is one of several the Diversity Council considered while developing a new Diversity Blueprint to guide the UW's efforts for the period 2017-2021.

To effectively respond to ongoing needs as well as to enhance progress already made, and in order to reflect current concerns of the University community, the Diversity Council has produced a new Diversity Blueprint for 2017-2021 organized around these six goals:

- 1) Cultivate an inclusive campus climate;
- 2) Attract, retain, and graduate a diverse and excellent student body;
- 3) Attract and retain a diverse faculty;
- 4) Attract and retain a diverse staff;
- 5) Assess tri-campus diversity needs; and
- 6) Improve accountability and transparency

The previous Blueprint fostered a number of student-related successes that the new Blueprint endeavors to build upon. For each goal, the Diversity Council has identified a number of strategic priorities and suggested action steps that are essential to progress.

Moving the University of Washington toward fulfilling the goals identified in the 2017-2021 Diversity Blueprint will require the combined efforts of administrative and academic units, as well as faculty, staff, and students, across our three campuses. The Office of Minority Affairs and Diversity, in collaboration with other diversity offices and programs across the UW, will offer assistance to units to formulate plans and identify resources for effective change.

Attachment

UW Diversity Blueprint 2017-2021