UW Diversity Council Presentation
February 15th, 2017
Mark Pagano, Chancellor - UW Tacoma
Melissa Lavitt, EVCAA - UW Tacoma
OUTLINE FOR PRESENTATION

- Campus Strategic Planning Process (Mark)
- Result: Charting our Course - UW T Plan 2016-21 (Mark)
- Impact goals and framework for implementation (Mark)
- Impact Goals 4 and 5 – Measures for Success (Melissa)
  - Equity
  - Culture
- Crafting Strategies to Bridge from Goal setting to Impact – testing Hypothesis (Melissa)
- Questions and Discussion
Kicked off late Spring 2015
Planning committee of staff, faculty and students worked together across campus and around the community
Open, inclusive and transparent
Conducted considerable pre-work during Summer 2015
Began workshops/retreats Fall 2015
Refined the vision, mission and values
Created impact goals and framework for implementation
Completed plan June 2016 and launched October 2016
**CONNECTION TO UW STRATEGIC PLAN**

- **Shared core values**
- **Focus on students and collaboration**
- **Impact goals linked to UW key initiatives in:**
  - Community Engagement
  - Husky Experience
  - Race & Equity
  - Teaching & Learning
  - Population Health
THE BIG QUESTION

As an urban-serving university, what positive role can UW Tacoma play in achieving your aspirations?

- Students
- Staff
- Faculty
- Alumni
- Community members

More than 1,000 responses and 65 facilitated discussions
PLAN FOCUS

- UW Tacoma’s compelling urban-serving mission
- Our passion for access as the central value of UW Tacoma
- The commitment to meaningful, measurable results
VISION, MISSION & VALUES
The University of Washington Tacoma fosters a thriving and equitable society by educating diverse learners and expanding knowledge through partnership and collaboration with all our communities.
MISSION

As an urban serving university, we:

- Expand access to higher education in an environment where every student has the opportunity to succeed.
- Foster scholarship, research and creativity to address the challenging problems of our time and place.
- Catalyze the economic and social vitality of the region.
- Partner and collaborate for common good.
IMPACT GOALS
The UW Tacoma experience empowers students to achieve their dreams.
We champion publicly-engaged scholarship.
Our community partnerships are transformational and synergistic.
We are grounded in social justice and embrace the assets of our diverse communities.
CULTURE

Our campus is respectful, productive and inclusive.
Our innovation drives our growth, energizing us and our region.
IMPLEMENTATION

- Coordinating Committee led by Kathleen Farrell and Marcie Lazzari
- Co-champions for each of the six impact goals
- Prioritize and support unit-level and campus-level initiatives
- Identify possible resources
- Evaluate plan progress
Implementation process needs to be clear, simple, and easily blended into normal work flow.

**UW Tacoma SP 2016**

**Inform Decisions**

**SP Coordinating Committee**

**Feedback**

**Chancellor’s Cabinet**

**Feedback**

**Initiatives**

**VCs / Units / Governance / Communities Groups**

Execution

(Specific Initiatives and SP - inform daily work)
EQUITY

We are grounded in social justice and embrace the assets of our diverse communities.
We’ll know we’re making progress as we...

A. **Improve the satisfaction** of traditionally underrepresented students, especially racial/ethnic minority students, with the UW Tacoma experience.

B. **Increase the number** and percentage of traditionally underrepresented racial/ethnic minority faculty members and staff by rank or position, and achieve **equity** in relation to promotions, compensation and workload.

C. Better systematize and regularize the **reporting of data** incorporating the intersectionality of students, faculty and staff identities to inform our decision making and benchmark our activities.
We’ll know we’re making progress as we...

D. Reduce disparities in achievement, experience and opportunity across diverse groups of faculty, staff and students.

E. Increase the percentage of faculty and staff with demonstrated expertise and experience in multicultural competency, inclusive pedagogy and culturally responsive curriculum design.

F. Increase opportunities for students to understand and embrace the assets of our diverse communities through local and global learning and engagement experiences.
CULTURE

Our campus is respectful, productive and inclusive.
We’ll know we’re making progress as we...

A. Align promotion and evaluation criteria to reflect UW Tacoma’s mission.

B. Increase confidence among students, faculty and staff that UW Tacoma cares about and is responsive to the concerns of occupational and demographic groups.

C. Improve the UW Tacoma work experience to meet the criteria of a great place to work or other recognized benchmarks.

D. Foster an ethic of continuous learning and professional growth for both faculty and staff.
We’ll know we’re making progress as we...

E. Improve satisfaction of faculty, staff and students with the clarity and efficiency of our processes and procedures.

F. Improve satisfaction of faculty, staff and students with the quality of relationships on campus, characterized by respect, civility, courtesy and a conflict-positive orientation.

G. Improve internal communication mechanisms that increase awareness and connection among faculty, staff and students.
Crafting Strategies: Shift from Goal-Setting & Measuring to Hypothesis Testing
Unconscious, implicit bias & institutional racism?
Shine light to disrupt the status quo

- Bias Incident Reporting
- Recruiting for mission & discipline: the pool
- Future: Non-voting diversity consultants on committees
Accountability for equity & culture

- Equity audit of merit increases, salaries
- More frequent, formative review of administrators
- Recruitment pathways & pipelines
Back to the hypothesis....

“In all the years I have been here the only time faculty members start asking about the legality of trying to recruit a diverse pool is when the pool is actually diverse and if a person of color .... comes out at the top of the list.”
QUESTIONS?