University of Washington
Faculty Council on Multicultural Affairs
January 14, 2021
2:30 p.m. – 4:00 p.m.
Zoom

Meeting Synopsis:

1. Call to order
2. Review of the minutes from December 10, 2020
3. Winter quarter webinar
4. Working groups
5. Discussion item – FCR Allies Program letter
6. Outreach to student groups
7. Good of the order
8. Adjourn

1. Call to order

The meeting was called to order 2:33 p.m.

2. Review of the minutes from December 10, 2020

The minutes from December 10, 2020 were approved as written.

3. Winter quarter webinar

FCMA will partner with FCSA for a webinar regarding policing on UW campus for the Winter 2021. They are interested in inviting the VP of Student Life and UWPD staff who report to Student Life.

Chair Reddy noted the UW President, in response to the BSU (Black Student Union) petition, suggested the addition of campus cameras to reduce police presence.

A member emphasized the importance of continuing the conversation of UWPD and their interactions with the UW community. They highlighted faculty involvement with police contracts, including with those who make final decisions. Another member suggested other community organizations, such as Decriminalize UW and BSU, should join the webinar panel. Chair Reddy will invite the Board of Regents DEI committee as guests and contact the Office of Minority Affairs and Diversity. They also suggested a topic of discussion on a police oversight body with faculty, staff, and students.

4. Working groups

Chair Reddy arranged council members within subcommittees on topics noted in the December 2020 meeting.

The provost is launching a new faculty diversity initiative committee however the senate office confirmed that this initiative will be charged to the established Race and Equity initiative steering
committee. Chadwick Allen (president’s designee) would connect FCMA to this committee. It was noted that retention budgets are largely with schools and departments while Dean’s have the responsibility of diversity hiring. A member questioned who would be teaching the expanded diversity courses and if this burden falls on new diversity hires. Another member noted their personal experiences with university support programs for faculty of color and highlighted the importance of those for diversity retention.

A council member mentioned Deans should be providing demographics on the faculty in their departments. While there is some data, it is not easily accessible. The Office of academic personal may be a potential contact regarding this issue.

A member noted they have joined a working group to develop promotion guidelines for tenure track and non-tenure track faculty regarding lost support and other issues stemming from COVID-19.

5. Discussion item – FCR Allies Program letter

Chair Reddy shared the draft FCR letter to the provost on a UW Allies Program (Exhibit 1). There is planned training from the Title IX office for new faculty, staff, and students.

A member noted concern on the additional burden put on faculty as allies. They suggested a notation for campus wide recognition of faculty who participate in this way – something quantifiable.

The council voted to support the letter with included feedback.

6. Outreach to student groups

The chair asked council members for their guidance on which student groups to reach out to and what type of ongoing communication should be considered.

A member suggested inviting more registered student groups to the council meeting. They will provide a list of contacts.

7. Good of the Order

Nothing was stated.

8. Adjourn

The meeting was adjourned at 4:00 p.m.
Absent: Faculty Code Section 21-61 B: Clara Coyote, Ricardo Gomez

Exhibits
Exhibit 1 – Letter to Provost to Extend Allies Program Campus-Wide
Coordinate and/or invite co-signing by the Faculty Council on Women in Academia and Faculty Council on Multicultural Affairs

Request feedback from Dr. Sharona Gordon, Dr. Joy Williamson-Lott, FCMA, Ombud, OMAD, OFA (Dr. Chad Allen), including potentially GPSS, prior to submission.

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Faculty Council on Research
10 February 2021

Dear Provost Richards,

At the beginning of the 2020-2021 academic year, the Faculty Council on Research was charged with discussing an “allies program” to address harassment, as noted from the UW climate survey.

In response to this charge, the FCR invited Dr. Sharona Gordon to present her development of the Allies Program in the UW School of Medicine. Following her presentation, the members of the FCR discussed the ways in which such a program could be expanded across campus. The FCR was particularly impressed by the structure and success of the program, in support of graduate and postdoctoral trainees.

We are writing to request that the creation of a campus-wide Allies Program (or similar) be given serious consideration.

The primary objectives are to:

1. Produce a plan and accompanying timeline to implement a hub-and-spoke model for a campus-wide Allies program
2. Identify resources and sources of support for enacting this plan
3. Ensure that not only graduate students and postdoctoral trainees, but also undergraduate students, staff, and faculty members, are served.
4. Utilize a hub-and-spoke model for shared resources and training, while providing autonomy, confidentiality, and tailored support within units.

Developing and implementing a plan for a campus-wide Allies program might be taken up by a Taskforce on Faculty Recruitment, Retention, and Support, should one be formed. We have been inspired by the success of other task forces, such as the Provost’s Task Force on Laboratory Safety’s recommendations, and believe that this task is both feasible and likely to improve the experience, retention, and success of UW students and faculty.

We are more than willing to be involved in any way that would facilitate progress, in coordinating across relevant parties, or contributing to ideas for implementation.
We appreciate your time and look forward to your reply.

Thank you,

Ben Marwick and Sara Kover

Chair and Co-Chair, UW Faculty Council on Research, 2020-2021