July 31, 2021

Professor Robin Angnotti, Chair
Faculty Senate

Dear Professor Angnotti:

The Faculty Council on Women in Academia is charged with responsibility “for all matters of policy relating to the interests of women” (Faculty Code, Sec 42-47). This report discusses our accomplishments and challenges for the academic year 2020-2021, and our intended goals for 2021-2022.

In our charge letter, we were asked to:

- Pay discrimination legislation as a topic to bring before the faculty senate.
- Have standing agenda items relating to Title IX work (as an accountability body and partnership).
- Child Care Issues
- Have members from the Campus Climate Oversight Committee to join a FCWA meeting in Autumn 2020 (Nov/Dec) with other interested faculty councils
- Applying for access to climate survey data next year
- Discussion to re-take climate survey in 2 years rather than 5 years

I will discuss each of these in detail, along with additional items that came up throughout the year.

- Pay discrimination legislation as a topic to bring before the faculty senate.
  
  This was brought as a topic for research for legislation, focusing on details from the climate survey, and service loads. It will be discussed in more detail in the next year.

- Have standing agenda items relating to Title IX work (as an accountability body and partnership).

The Council has several meetings with various partner groups and received updates from them. These included the training subcommittee, which discussed the hiring of the deputy coordinator for training, and a new LMS (learning management system) on faculty/staff diversity training. It was discussed that there needs to be more accountability for leadership on the equity reports, especially for diverse faculty. Valery Richardson, Mags Aleks, and Paige Sechrest joined the council to discuss the Response and Prevention of Sexual Misconduct and background information.
• Child Care Issues

The FCWA was asked to host a webinar on childcare and caregiving during COVID-19. This webinar was hosted on October 30, 2020 and was recorded. The council also created an anonymous Padlet to collect stories to support both further legislation as well as offer community. Additional topics considered over the year were eldercare, and long-term issues of childcare after COVID-19 and because of COVID-19. These were addressed in part in Class C legislation passed in December of 2020, “Class C resolution regarding equity for caregivers at the University of Washington”. This legislation called for redistribution of teaching, reduction of service and research expectations for caregivers during the COVID crisis, and for other demographic groups who are disproportionately impacted during this crisis, urged unit leaders to provide specific additional information regarding how they will support faculty who are caregivers during COVID 19 crisis, for The University to offer teaching relief, teaching flexibility, and teaching resources for caregivers, unit leadership to remove non-emergent service obligations for caregivers, reallocating an existing senior administrator's time to wellness and career development, and that the University should publicize data to the UW community showing salient outcomes (promotion, pay, performance evaluations, teaching evaluations) by COVID caregiver status, gender, race, ethnicity, disability status, and other demographic groups disproportionately influenced by the COVID crisis. Lauren Lichty noted a UW Bothell Vice-Chancellor announced there will be funds available for caregivers at $175,000.00. Schools were asked to write proposals on the use of funds by Jan 15th . Lichty asked council members to review the proposals and suggest additional considerations.

• Have members from the Campus Climate Oversight Committee to join a FCWA meeting in Autumn 2020 (Nov/Dec) with other interested faculty councils

• Applying for access to climate survey data next year
• Discussion to re-take climate survey in 2 years rather than 5 years

Discussion were had about the campus climate survey. Information was unclear about who had access, with one member mentioning that the campus climate taskforce committee was told only one individual across the UW would have access to the survey data for one year, rather than the UW administration. Other discussions mentioned concerns of anonymity breach on the report. This could mean a serious IRB violation. If data is shared, it is not currently made to be shared in a safe way.

The representative of the climate survey data and IRB lead investigator stated there were no anonymity breaches, and the data collection was consistent with IRB standards. They did not respond to issues related to sharing data anonymity breaches. The data has not been shared yet. A member suggested a submission to IRB with concerns of a violation, but this would have very large implications. There have been previous concerns earlier in the climate survey process which were addressed. In this two phased survey reporting, an anonymity breach happened when colleges with higher than 30% response rate received feedback. The Council will readdress the issue of the climate survey in the next year.
We also changed the name of the Council to Faculty Council on Gender, Equity, and Justice. This was in line with the name change of another Council – Faculty Council on Race, Equity, and Justice, and better represents our mission.

Future Goals

- Pay discrimination legislation as a topic to bring before the faculty senate.
- Have standing agenda items relating to Title IX work (as an accountability body and partnership).
- Child care issues
- Continuing COVID-19 issues.

I look forward to working with the incoming Chair and Vice-Chair on refining these goals. It has been a pleasure serving with you this past year.

Sincerely,

Margo Bergman
Chair,
Faculty Council on Women in Academia
(Faculty Council on Gender, Equity, and Justice)