University of Washington  
Faculty Council on Multicultural Affairs  
October 8, 2020  
2:30 p.m. – 4:00 p.m.  
Zoom

Meeting Synopsis:

1. Call to order  
2. Chair’s Welcome and Introductions  
3. Review of the minutes from June 4, 2020  
4. Charge Letter Review and prioritization of goals for year  
5. Class A Legislation – vote for Nov SEC  
6. Good of the order  
7. Adjourn

1. Call to order

The meeting was called to order 2:32 p.m.

2. Chair’s Welcome and Introductions

Chair Reddy started the meeting with introductions of council members.

3. Review of the minutes from June 4, 2020

The minutes from June 4, 2020 were approved as written.

4. Charge Letter Review and prioritization of goals for year

Council members were given an opportunity to review the 2020-2021 FCMA charge letter. FCMA was charged with continuing discussions on UWPD community interactions, including their police union contracts. Undergraduate student government passed an official opinion approving the BSA demands around policing on campus. The council will consider this information in their research of the issue.

The council was also encouraged to work on Class A Legislation by senate leadership to include a definition of diversity into the UW Code.

FCMA will work with FCWA to understand the equity impacts of gender and ethnic faculty minorities. The council will also work on recruitment and retention of diverse faculty and maintain a dialogue with various UW Student groups. UW has a history of struggling with diverse faculty retention. The council will need specific goals to work on to address this for faculty. Chadwick Allen’s office has been presenting to different UW schools with many evidenced-based strategies for retention. FCMA will ask Allen to speak on this topic in a future meeting. A member noted that their dean has been encouraging UW leadership to hire at least 100 black faculty and scholars focusing on the black community.
A council member would like to continue those discussions with UWPD, in-conjunction with dialogues with student groups. They are interested in looking at race and COVID-19 impacts. They also suggested monitoring the US executive order threatening federal funding for research which mentions race or critical race theory.

Another member noted that UWPD is a large topic which needs to have an organized approach with council discussion. They would like to encourage a campus-wide conversation on this topic.

Another member noted that 2 years ago, UW hired a diversity recruiter for staff and they are looking at BIPOC staff retention. The Professional Staff Organization has applied for grad student consultants to do their own research on retention practices. Information that becomes available will be shared with the council. The diversity council is also looking to renew the blueprint, which Allen will provide additional information on in the future. Some UW colleges and departments have piloted mentorship programs, which have shown to be great retention programs. UW Libraries regularly uses mentorship programs. Council members would like to collect best practices of retention and encourage more programs to utilize them. A member noted that UW Bothell also lacks a robust mentorship program.

A member also remarked on issues from the Faculty Code 24-32, which could be troubling as service is weighed less than research and teaching. All work in the realm of diversity must count, although it does not specify topic.

Another council member noted their personal experiences with how their supportive relationships within their department have been very helpful. Service and promotion of diversity is highlighted in the hiring process for some departments, such as Math.

5. Class A Legislation – vote for Nov SEC

The council previously voted to approve their Class A legislation on Diversity Statements but the legislation fell to the floor due to COVID-19. The new council membership needs to vote on this legislation before it can be sent to the SEC for review on November 16, 2020.

The council made a motion to move the legislation for senate review. The motion was approved.

There was consideration to include an amendment to incorporate additional faculty members, such as clinical faculty who are not voting faculty. However, the majority of clinical faculty are not employees of UW or involved with teaching. The school of medicine does have a taskforce working on this issue which will go through FCFA.

6. Good of the Order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 3:55 p.m.

Minutes by Alexandra Portillo, faculty council analyst, xanport@uw.edu
Present:

Faculty Code Section 21-61 A: Xuegang Jeff Ban, Yoriko Kozuki, Andrea Otanez, Pietro Paparella, Gautham Reddy (chair), Michael Spencer, Brenda Williams, Ronald Kwon, Bobby Wilson

Faculty Code Section 21-61 B: Leyla Salmassi, Jessica Jerrit, Clara Coyote

Faculty Code Section 21-61 C: Chad Allen

Absent:

Exhibit 1 - Class A 19-20.pdf
October 19, 2020

Gautham Reddy, Chair
Faculty Council on Multicultural Affairs

Dear Professor Reddy:

The Faculty Council on Multicultural Affairs is charged with responsibility “for all matters of policy relating to the interests of faculty of color” (Faculty Code, Sec 42-48).

Our recommendation is that the council identify specific goals that can be accomplished by the end of the 2020-21 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Continuing discussions on UWPD in collaboration with other faculty councils and stakeholders
- Defining diversity for the UW Code
- Class A Legislation on Diversity Statements for Senate Executive Committee review
- Research COVID-19 equity impacts on gender/ethnic minorities with the Faculty Council on Women in Academia
- Recruitment and retention of diverse faculty
- Maintain a dialogue with UW student groups

After your first council meeting, we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate website to communicate the important work you are doing.

Many thanks to you and the members of your council, on behalf of Senate Leadership and the faculty of the University, for all your time and work this coming year. I wish you all the best and look forward to working with you.

Sincerely

Robin Angotti
Chair, Faculty Senate