University of Washington
Faculty Council on Multicultural Affairs
February 11, 2021
2:30 p.m. – 4:00 p.m.
Zoom

Meeting Synopsis:

1. Call to Order
2. Welcome and Approval of minutes (5 minutes)
3. Chair's report (diversity requirement, student reps): 5 minutes
4. Class C resolution from FCTL: 10 minutes
5. Working group reports
6. Good of the order
7. Adjourn

1. Call to order

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

2. Welcome and approval of minutes from January 14, 2021

The minutes from January 14, 2021 were approved as written.

3. Chair's report (diversity requirement, student reps): 5 minutes

Chair Reddy provided a written chair’s report (Exhibit 1).

4. Class C resolution from FCTL: 10 minutes

The draft Class C resolution regarding the reconceptualization of merit was shared with the council. Members were encouraged to provide additional remarks to the draft (Exhibit 2).

5. Working group reports

Subcommittees presented written reports of their group meetings.

Recruitment and Retention Working Group: Chad Allen, Ron Kwon, Andrea Otanez, Bobby Wilson, Leyla Salmassi, Yoriko Kozuki (Exhibit 3)

Equity Related to Covid-19: Jessica Jerrit, Andrea Otanez, Pietro Paparella, Mike Spencer, Gautham Reddy (Exhibit 4)

Policing: Jessica Jerrit, Ron Kwon, Mike Spencer, Michelle Terry, Brenda Williams, Gautham Reddy (Exhibit 5)
Diversity Statement Requirement: Bobby Wilson, Pietro Paparella, Ron Kwon, Gautham Reddy (Exhibit 6)

6. Good of the Order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 3:50 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, Ronald Kwon
Faculty Code Section 21-61 B: Leyla Salmassi, Jessica Jerrit
Faculty Code Section 21-61 C: Chad Allen

Absent: Faculty Code Section 21-61 A: Brenda Williams, Bobby Wilson
Faculty Code Section 21-61 B: Meshell Sturgis

Exhibits
Exhibit 1 – FCMA Chair’s report
Exhibit 2 – FCTL Draft of Class C Reconceptualizing Merit 2021
Exhibit 3 – FCMA Recruitment and Retention
Exhibit 4 – FCMA Covid 19 Equity
Exhibit 5 – FCMA UW Policing and Safety
Exhibit 6 – FCMA Diversity Statement
The Class A legislation on Diversity Statements was passed by the Senate on January 21 and has been sent to the faculty for a vote.

The Class C resolution on Diversity Statement (attached) has passed the Senate Executive Committee (SEC) and will be discussed and likely passed at the next Senate meeting on February 25. Robin Angotti is forming the task force to make recommendations to change the requirement or create a new requirement.

All four working groups have met and will present reports at the meeting today. The FCMA will meet again on March 11, which is before the agenda deadline for the next SEC meeting. Therefore, we have one month to write and revise Class A legislation and Class C resolutions, which we will discuss at the next meeting.

Please save the date: Monday, March 1 from 3:00 to 4:30 pm for the FCSA/FCMA faculty-student forum on policing.

Since joining the FCMA in 2018, I have been bothered by the name. It sounds outdated to me, and most of our work is not related to multicultural issues. I think we should propose simple Class A legislation to change the name. I was thinking Faculty Council on Race and Equity (or Race, Ethnicity & Equity), but that might too closely resemble the name of the Race and Equity Initiative. Or maybe that’s a good thing. If the council members agree, we can think of a new name over the next month.

We have traditionally met on the second Thursday of the month, beginning in October. This schedule causes us to miss most SEC agenda deadlines by several days, and we have to wait one to two months for our Class A and Class C proposals to be discussed at the SEC. In the next academic year, the FCMA chair should look closely at the calendar and consider meeting a week or two before the SEC deadline. Meeting on the fourth Thursday of the month, beginning in September, might make sense, although the council would need to meet earlier in the month in November and December.

The FCMA will have more work over the next year or two, and we should recruit new members. Please think of potential additions to the council.
WHEREAS the current pandemic, political unrest, and ongoing protests of systemic racism and violence against BIPOC people have haphazardly, sometimes tragically, affected the capacity of university faculty to contribute to the multiple missions of their various units and have precipitated drastic changes in workload; in the conditions and demands for teaching, research, and service; and in work circumstances, including those related to the use of technology.

WHEREAS BIPOC and female faculty have been disproportionately impacted by these contexts and resulting demands.

WHEREAS the shift to online instruction has required going beyond the usual demands and procedures of direct classroom instruction, creating additional need for preparation, course development, and implementation of appropriate instructional methodologies.

WHEREAS travel restrictions, social distancing requirements, building closures, and cancellation of professional-society conferences have limited faculty members’ ability to conduct and present research and other scholarship.

WHEREAS ongoing problems with full access to the infrastructure and technology required to learn online, sustained personal trauma associated with the pandemic and political events, and the effect of both on students’ mental and physical health has created additional need for student mentoring and support on the part of faculty.

WHEREAS other uncontrollable, durational situations such as natural catastrophes and social or biological emergencies may trigger similar exigencies and impacts in the future.

WHEREAS merit is categorized and assessed differently across departments, units, and schools, and the faculty’s ability to nimbly respond to the pandemic situation has already created more expansive definitions of research, teaching, and service in some departments, units, and schools, definitions that present viable evaluation mechanisms to be considered in similar times of duress.

THEREFORE, the Senate recommends that departments, units, and schools review existing merit evaluation procedures for 2020–2021, with the goal of considering the following changes:

1. During challenging times created by natural disasters or unexpected social, political, and/or financial instability within or outside our university community, departments/colleges/units across all three UW campuses should be encouraged to create broad and flexible interpretations of what constitutes “meritorious achievement” for faculty, as well as provide targeted supports for faculty who may be disproportionately impacted during these challenging times.

2. An adaptation of our merit evaluation system to accommodate challenging circumstances should allow for and support broad interpretations of what can be considered meritorious in the categories of research, teaching, and service. In the category of teaching, for example, faculty members’ ability and willingness to quickly adapt to sweeping changes in instructional formats (online), as well as the shift in student advising and mentoring demands should be recognized and acknowledged as
meritorious. Faculty have also had to make significant adaptations to how/when/where they conduct research due to the limitations of travel and access to research/resources, as well as far fewer service opportunities available to faculty across campus and within the community.

3. The merit evaluation system should provide more agency and flexibility to faculty to choose the work they believe illuminates their meritorious contribution to students, colleagues, their department, the university, and/or the community during times when the normal operation of the university, or their regular function as a faculty person is interrupted or compromised. In particular, departments, units, and schools should work with faculty to approve alternative structures/systems/procedures for student evaluation of teaching during these unprecedented times (as allowed under Faculty Code Section 24-57, Subsection A).
Faculty Council on Multicultural Affairs
Recruitment and Retention Working Group
February 2, 2021

We discussed three major ideas for potential Faculty Senate Class C legislation:

First, a resolution about better access to faculty demographic data. This could be focused in several ways, with different kinds of emphasis. For instance, the focus could be on providing detailed demographic data to administrators, including chancellors, deans, chairs, and directors. This resolution could also include a call to create a new faculty data analyst staff position.

Second, a resolution about improving faculty retention efforts across the university. This, too, could be focused in several ways. Ideas we discussed included advocating for an annual Welcome event for all newly hired faculty along with other faculty onboarding and community-building events across the academic year. We also discussed advocating for professionalization workshops (e.g., workshops on tenure and promotion, work-life balance, etc.) that could be delivered at the level of college, school, or campus, perhaps organized in each of these units by a designated Diversity Lead (e.g., an associate or assistant dean for DEI). Finally, we also discussed advocating specifically for developing faculty mentoring programs.

Third, a resolution to bolster or strengthen the 2015 Class C resolution that all faculty hiring committees should have access to some form of anti-bias training.

In addition, we also discussed:

Advocating for increased central funds dedicated to the Provost's Faculty Recruitment Initiative (established in 2012) and to the Provost's new Bridge Funding program (established just this year).

Advocating for better support of post-docs at UW.
Faculty Council on Multicultural Affairs  
COVID-19 Equity Working Group  
February 8, 2021

**Lingering Impacts of the Pandemic**  
Academic productivity disproportionately affecting women and underrepresented faculty  
Teaching evaluations based on online courses that will remain in the record  
Effect on tenure and promotion  
Budget cuts  
Virtual environments (Zoom, recorded classrooms, office hours)  
Graduate student impacts that could affect faculty productivity  
Inequities in resource availability – e.g. library resources online vs. print, especially in the arts and humanities  
Personal illness  
Ongoing childcare needs

**Potential Actions by University**  
Create and charge a Covid-19 Commission to acquire data and follow over time through an equity lens to understand the needs and impact  
Develop and disseminate a pandemic “statement” that faculty can add to the CV  
Offer funding to those disproportionately affected by the pandemic  
Develop academic resources and support services to remedy disparities  
Raise funds to support equity related to the pandemic  
Evaluate the requirements for promotion and consider adjusting in terms of scholarly contributions, instead of just adding time to the promotion clock  
Encourage best practices: more efficient use of meeting time, more collaboration amongst faculty from the varied campuses and departments, reduction of faculty service obligations

**Potential Actions by Faculty**  
Participate in setting the agenda for department meetings  
Request more frequent check-ins with chairs to make connections and encourage communication  
Demonstrate consideration, compassion for colleagues: merit reviews and promotion/tenure

**FCMA Action Plan**  
Propose a Class C resolution:  
  - Create a Covid-19 commission to study the impact of the pandemic on faculty  
  - Develop resources and offer funding to those most affected by effects of the pandemic  
  - Evaluate requirements for merit review, promotion, tenure  
  - Develop and disseminate a “pandemic statement”
Faculty Council on Multicultural Affairs
Policing at the UW
February 10, 2021

What is going on that we’d like to change? What is the big picture?

- Brenda’s summary: Global reimagining of policing - what do we need?
  o Our council’s role could be to promote discussion on this topic
- We need to look at UW PD and figure out what the range of possible is
  o Identify schools of thoughts that look at this issue (theoretical and from our community)
    ▪ What is defund, what is disarm, what is community safety
    ▪ Have we done a survey to identify these schools of thought?
    ▪ We have actors on campus who are dedicated to maintaining the status quo
    ▪ Thinking on future directions for contract negotiations

- Any other thoughts on this topic we should address?
  o Some think that completely disbanding the UW police is never going to happen
  o Are there some kinds of wellness/safety checks that don’t have to be done by armed police?
  o Faculty/student oversight over police. Serious, meaningful oversight, not just advisory
  o Changes in union contract and state law allowing us to have more accountability for individual actions and officers. Permanently public and visible to anyone.
    Example: Washington Medical Commission provides public information on violations by MDs and PAs. Washington is a sunshine state.
      ▪ Open government site: https://www.atg.wa.gov/opengovernment.aspx
  o We may be able to disarm, Bothell and Tacoma do not have armed police
  o Some people don’t feel safe without the police or feel safer with the police, so that should be recognized as well. A broad generalization is that it is based on race.
    Your prior experiences and experiences of people that you know play a role.
  o Where are people held when arrested by UW PD? They likely can book directly into King County Jail. U District is Seattle PD, campus and 5 blocks north is UW PD. What are the types of crimes that occur on campus?
  o There has been different leadership over the years at UW PD and many complaints on their tactics, so confused that no sustained reforms have taken place
    ▪ At Global Health, a black staff member was (maybe) handcuffed for smoking outside the building in a non-smoking area, armed police definitely came. It is not transparent.
  o A commission or oversight board could investigate these issues
  o Everyone on the panel right now is connected with UW, is there a rationale for bringing someone from outside UW?
What would these types of wellness checks look like? Could a comparable institution who already has a different successful model share that with us?

This is such a big topic, perhaps we could have another session devoted to it. UW Bothell, UW Tacoma, other universities

The most important tool we can give people is to help them reimagine it themselves

“All crime is crime” isn’t true, there are lots of degrees. It’s human to jump to the most extreme level when thinking about it (what if someone murders me) but there are so many degrees.

People needs to reconsider the types of crime that happen, and move beyond the idea that there is one type of police officer to deal with all crime

We have to get the faculty thinking about how they can inject themselves into the contract process. We have to put pressure on Denzil Sweet to think about how faculty staff and students can have meaningful oversight

We need to have an oversight commission that will deal with oversight of the union contract, disciplinary issues, and complaints. Composed of faculty, students, and staff, and needs to be brand new and come from the Senate. We need people with expertise in this area (Brenda) to work on how this should be done.

- Annual report? Yes: http://police.uw.edu/crimedata/annualreport/
- We have no input except what we’re doing now (complaining)
- Certain faculty senate leadership roles are compensated with money, so perhaps a leadership role in policing could be supported

**FCMA Actions**

**Class C resolution**
Create a police oversight body
Task force appointed that will determine what that looks like

**Webinar on March 1 (3:00 to 4:30 pm)**
Brenda, Gautham, and Ann Culligan are organizing
Speakers: Denzil Suite (VP of Student Life) Director of UW Safe Campus, Brenda Williams, Megan Ybarra from Geography. 1-2 students (working with BSU)
Denzil’s role in the panel? He’s going to talk about what’s been done so far, they were planning to look at wellness checks. We also wanted him to talk about what we can do in terms of union contracts. We hope that the conversation will be more than reporting

We can develop questions ahead of time and send them to him
- Steps so far?
- Other plans?
- Contract status
- How do you ensure accountability?
- What is the mechanism to ensure UW PD officers don’t have ties to terrorist groups?
- What’s going on nationally is that communities are demanding that police departments reveal officers who participated in the DC insurrection. Were any UW officers present? We demand that law enforcement not have ties to extremist and terrorist groups such as the Proud Boys. What is the mechanism for UW PD to know that they have screened people. Six Seattle PD officers were there but we don’t know who they were.
- Has the UW police chief done what he said when he was interviewed?

Additional webinar in the spring
Focus on other policing and safety models
It is more a philosophy than just “let’s send a social worker out on calls and we’re good”, but it’s about building relationships with the community.
- Community policing: is there a predominant model?
Faculty Council on Multicultural Affairs  
Diversity Statement Requirement  
February 5, 2021

*Class A legislation*

The working group proposes an expansion of the diversity statement requirement to include all faculty.

Statement will be used as part of a comprehensive evaluation for merit and promotion/tenure.

All voting faculty would be subject to the requirement.

*Plan of action*

This spring, members of the working group will develop draft language for the Class A legislation and will meet with key stakeholders to obtain input.

The working group will need to check whether current faculty are exempt from new requirements for merit and promotion/tenure.

In the fall quarter, the FCMA will vote on the legislation and submit it to the Senate.

The legislation might take effect two or three years after it is passed to give people advance warning of the new requirement.

*List of stakeholders to engage*

Mark Richards: provost  
Cheryl Cameron: vice provost for academic personnel  
Jack Lee: chair of FCFA  
Margo Bergman: chair of FCWA  
Robin Angotti, Chris Laws, Joe Janes, Mike Townsend: Senate leadership