

University of Washington
Faculty Council on Multicultural Affairs
October 12th, 2017
2:30 – 4:00 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis:

1. Call to order
 2. Introductions & welcome
 3. 2017-18 charge letter / discussion of goals
 4. Good of the order
 5. Adjourn
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1) Call to order

Williams called the meeting to order at 2:30 p.m.

2) Introductions & welcome

Members of the council introduced themselves.

3) 2017-18 charge letter / discussion of goals

The council reviewed its 2017-2018 academic charge letter forwarded by Faculty Senate leadership (Exhibit 1). Williams asked members to engage in a brainstorming conversation concerning each member's perspective on issues FCMA should be aware of and/or address during the academic year.

Diversity Council / FCWA

A member recommended FCMA build a regular connection with the UW Diversity Council; Kozuki explained she attended one of their meetings during the last year as a FCMA representative. Another member suggested the council meet with the Faculty Council on Women in Academia (FCWA) in a future meeting in order to evaluate each body's present interests and identify potential intersections.

Linking mandate to resources

There was some discussion of the FCMA's ability to leverage university resources as part of its interests. There was encouragement to link the mandate of FCMA during 2017-2018 with resources the body has as its disposal, such as Class C resolutions that could serve the dual-purpose of invoking the power of the Faculty Senate on particular issues and informing the body on those issues. There was also some discussion of developing surveys to be broadcasted widely. A member noted the FCMA might connect with unit-heads or Elected Faculty Councils (EFCs) rather than survey larger groups of faculty.

Charge letter review and additional goals

The council held discussion of making revisions to its 2017-2018 charge letter in order to better reflect its planned activities during the 2017-2018 academic year.

Members agreed that FCMA should make an effort to collect and disseminate information on diversity efforts ongoing at the UW during the year.

There was some discussion of the importance of staff members in bolstering the chances of success of a unit's diversity plan/needs. Members discussed the various mechanisms diversity-focused staff positions tend to be funded through, including via central funding. It was noted staff often play an integral role specifically in the implementation of diversity plans, and without those staff people it is difficult to gain traction on diversity efforts. Members agreed the point directly coincides with the UW Diversity Blueprint 2017-2021.

After discussing the matter, members agreed that instead of "collecting and analyzing unit diversity plans" (as listed in the charge letter), FCMA would instead analyze the implementation of diversity plans and the obstacles units face in relation to this work.

The council agreed the final item listed in the charge letter is a good addition, and members were asked to review Chapter 24 of the Faculty Code (Appointment and Promotion of Faculty Members) in order to inform work on the item.

Williams explained she would draft a letter capturing the charge letter discussion and relate it back to Faculty Senate leadership.

Discussion of obstacles facing implementation of unit diversity plans

Discussion of the earlier idea to analyze obstacles facing implementation of unit diversity plans led to an interest by members to conduct a related survey. Members noted the UW Diversity Council should be contacted and asked if they have already carried out this work. It was agreed any developed survey should be brief, and potential questions might include:

- ❖ How are diversity efforts at your unit addressed? Do you have a staff person working on the topic on behalf of your unit?
- ❖ What are the successes in implementing your unit's diversity plan?
- ❖ What are the barriers to implementing your unit's diversity plan?
- ❖ Has the removal of DACA and/or the recent federal Travel Ban affected any faculty members in your unit?

General discussion

It was noted FCMA should consider methods to communicate the work it is doing and/or planning to the Faculty Senate, Elected Faculty Councils (EFCs), and university individuals. Members discussed ways to disseminate information, notably via social media or other web-based tools.

A member questioned if the removal of Deferred Action for Childhood Arrivals (DACA) and/or the implementation of the federal travel ban has affected UW faculty, and requested the council receive an update on these matters as they relate to the university. He specifically wondered if a plan was in place to support affected UW community members.

4) Good of the order

Nothing was stated.

5) Adjourn

Williams adjourned the meeting at 3:56 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** Joseph Babigumira, Yoriko Kozuki, Pietro Paparella, Joseph Rajendran, Brenda Williams (chair)
Ex-officio reps: N/A

Absent: **Faculty:** Branden Born, Emily Cilli-Turner, Andrea Otanez, Sadaf Bhutta, Teresa Evans-Campbell, Thomas Lee
Ex-officio reps: Ann Madhavan
President's designee: Chadwick Allen

Exhibits

Exhibit 1 – fcma_chargeletter_2017-18



September 1, 2017

Brenda Williams
Chair, Faculty Council on Multicultural Affairs

Dear Professor Williams:

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 2017-18 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:

- ❖ Remain current on diversity/equity/inclusion matters by receiving external reports from relevant administrators and campus bodies.
 - ❖ Including at the unit-level.
- ❖ Collect and analyze diversity plans from across campus and evaluate them with emphasis on effectiveness of implementation.
- ❖ Actively link university initiatives (i.e. REI) to the work of the council and back to the units.
- ❖ Evaluate relevant sections of the Faculty Code and associated practices through the lens of multicultural affairs, diversity, and difference, with the objectives of strengthening equity and fairness.

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 on their behalf.

Sincerely,

A handwritten signature in black ink that reads "Thaisa Way".

Thaisa Way
Chair, Faculty Senate
Professor, Landscape Architecture

/jmb