

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS
May 25, 2011, 3:30-5:00 p.m.
36 Gerberding Hall

Meeting Synopsis

1. Approval of March minutes
 2. Meeting with Dean Edwina Uehara, School of Social Work
 3. Plans for 2011-12
 4. Adjourn
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Call to Order

The meeting was not called to order due to a lack of quorum. An informal meeting began at 3:35 p.m.

1. Approval of March minutes

The minutes of the March 2, 2011 meeting were not approved due to a lack of quorum.

2. Meeting with Dean Edwina Uehara, School of Social Work

Dean Edwina Uehara, School of Social Work, met with the council to discuss the implementation of diversity initiatives in her school. Uehara stressed the importance of putting the commitment to diversity not only in a diversity plan, but in key documents that govern the school's policy and procedures. She showed examples of places in which the school commits to its diversity mission, including its mission statement, policy guidelines for tenure, promotion, and continuation of appointment for tenure-track faculty, statement of core MSW curriculum values and principles, recruitment processes and plans, and job announcements.

Uehara said this was a manner of putting your money where your mouth is, getting away from numbers, and looking at how you're teaching. The first stage can be getting numbers in the door, but then it's really about the curriculum, awards system, and creating a culture that appreciates diversity to the point where it's in everyday practices. This is where the commitment to diversity lives, not in the diversity plan. A plan is a great place to start off, but a culture cannot be created without taking the other steps.

Uehara said the School of Social Work is now very diverse in terms of gender, sexual orientation, etc., from students to top administrative positions – a stunning picture in terms of leadership, as a top ranked school in a Research-1 with a strong commitment to diversity. She mentioned some features of the school, including faculty development sessions around topics of diversity, a gender neutral bathroom, a meditation room, and vibrant student, staff, and faculty councils that are the main advisory groups to the dean.

Uehara said that the school's commitment to diversity comes from its commitment to justice and improving the world, and they are working on both their school and the world at the same time. They have difficult conversations and stay at the table. This kind of discourse is important, and without it, you can't get a commitment to diversity. Everything the school does has a strong diversity step to it. A more complex set of issues is now being generated with the hyper-diversity seen in differences in religion,

gender, race, and class. The school is likely to form a group on how to deal with these complicated aspects of culture and dialogue.

Flores said that there are some schools diametrically opposed to Social Work's case, and that the council wanted to learn from cases like theirs. He asked what were the ingredients that came together to allow for this type of phenomenon, and how is the continuity of this success is preserved.

Uehara answered that part of it reflects the profession and discipline of social work. However, even among schools of social work, UW had a long history before the massive movement, with roots from the Great Depression and a historical orientation toward justice. Early on, the school hired perhaps some of the university's first or only faculty of color. Since the 1950s and '60s, that has always been an element of the school. It hasn't always been dealt with well, but the consciousness has been there the whole time. Then, once people are promoted to leadership positions, things begin to pick up momentum and achieve a critical mass. You have to get down to the level of committees that are drafting the documents by which the school lives, and write it into the curriculum. There are multiple paths to success, but you have to get beyond the diversity plan and institutionalize it.

3. Plans for 2011-12

The council discussed plans for the upcoming academic year, including meeting with incoming president Michael Young to discuss his vision for diversity. The council also discussed membership and leadership for the next year, talking in particular about schools and colleges that need representation on the council.

4. Adjournment

The meeting ended at 4:45 p.m.

Notes by Craig Bosman, Faculty Council Support Analyst, cbosman@uw.edu

Present:

Faculty:	Yang, Flores
Ex Officio:	Martinez
Guests:	Edwina Uehara

Absent:

Faculty:	Ginorio, Reyes, Barria, Willgerodt
Ex Officio:	Sipes, Lealofi, Lillard
President's Designee:	Fraga