

**UNIVERSITY OF WASHINGTON
SPECIAL COMMITTEE ON MINORITY FACULTY AFFAIRS**

The Special Committee on Minority Faculty Affairs met on **December 10, 2004**, at 10:30 a.m. Chair Brian Fabien called the meeting to order at 10:35.

1. Approval of the minutes
2. A discussion of the Diversity Appraisal
(<http://depts.washington.edu/oma/diversity/>).

Announcements, minutes, information requests

The minutes of the last meeting were approved.

Sumit Roy, who is a first-year member of the Committee, asked for clarification of the role of the Special Committee on Minority Faculty Affairs vis a vis the Diversity Council and other campus diversity organizations. Fabien and others discussed the unique policy-making role of the Special Committee in making legislative changes to the faculty employment contract (Faculty Code), and in making or influencing policy changes to the University Handbook that governs UW policy and procedure in all areas on campus. There are other administration-sponsored committees that deal with minority concerns, including the Diversity Council, but SCMFA is the only one that deals exclusively with, and advocates for, minority faculty. In doing so, SCMFA also has a leadership role in campus climate and curriculum matters. Through its representation on the Faculty Affairs Council, Senate Executive Committee, and Faculty Senate, SCMFA has an important influence on shared governance.

Fabien said there are many "minority committees" on campus – he would like to see a one-line description of each of these committees, and what they do. In addition, SCMFA should be represented on the Diversity Council. Johnella Butler said that the Diversity Council membership has recently been decreased because it was getting too large, but she agreed SCMFA should be on it.

Butler briefly described a minority faculty group she started that has been meeting informally for conversation and networking. Butler offered to provide a list of these faculty members to Fabien so they can connect with SCMFA and become a resource for minority faculty concerns. Butler will also set up a meeting with Rusty Barcelo so SCMFA will be represented on the Diversity Council.

OMA Diversity Appraisal

Gabriel Gallardo brought for discussion copies of the preliminary report on the Diversity Appraisal compiled by the Office of Minority Affairs.

Under the leadership of Vice Provost for Diversity Rusty Barcelo, a comprehensive assessment of diversity practices, cross-departmental learning, and possible gaps in programs and services was undertaken. Barcelo convened a steering committee that developed core questions for a unit self-study of diversity efforts at all three UW campuses. The resulting report, which runs to more than 100 pages, will be available in late December or early January.

The interim report provides a "snapshot of good practices" now being employed by schools, colleges, divisions and departments across the breadth of the three campuses. The highlighted diversity-related practices include a variety of administrative initiatives, student access and opportunities, student development and retention, engagement with external communities, faculty and staff diversity efforts, curriculum practices, research practices, and climate best practices.

The report also defines continuing challenges to diversity in the institution. Among these are the need to define diversity inclusively, the need to monitor progress toward goals, and the need to improve the

campus climate for diversity, as well as the need to enhance collaboration, coordination and communication, and build institutional structures and support for diversity.

For academic year 2004-2005, the Diversity Report lists the following six action items and invites participation of all interested parties:

Continuing appraisal activities

The Diversity Council will review the Diversity Appraisal Report and make recommendations for implementation of new initiatives in all of the priority areas. The Office of Vice President and Vice Provost for Diversity will sponsor workshops and symposia for units to share best practices and improve diversity planning and assessment processes. Units can also apply for funding to host their own planning and assessment activities. Contact: Dr. Gabriel Gallardo, gabegms@u.washington.edu, 206-221-2834.

Climate study

A team of researchers will conduct comprehensive climate studies to assist units in creating inclusive environments. Dr. Ana Mari Cauce, Department of Psychology, will lead this initiative. Contact: Felipe Mendez, mendef@u.washington.edu, 206-685-0518.

The Diversity Minor

The College of Arts & Sciences is developing a Diversity Minor to strengthen students' understanding of how race, class, gender, disability, ethnicity, nationality, sexuality, religion, and age define identities and social relations.

Dr. Rick Bonus, American Ethnic Studies, leads this initiative. Contact: Marc Robinson, mar15@u.washington.edu, 206-543-8288.

Disability Studies Minor

A proposal for an undergraduate Disability Studies Minor is under review. This minor will provide an opportunity for students to develop a strong interdisciplinary foundation in the social, legal, and political framing of disability. Contact: Dennis Lang, dlang@u.washington.edu, 206-522-3104.

Diversity Research Institute

The Office of the Vice President and Vice Provost for Diversity will lead planning for a UW Diversity Research Institute to build a collaborative infrastructure to support diversity research. The first project is an audit of current research on diversity at UW. Dr. David Takeuchi, School of Social Work, has been appointed interim director. Contact: Dr. Betty Schmitz, schmitz@u.washington.edu, 206-685-8276.

Q center

The new Q Center will provide a comprehensive range of education, information, advocacy, consciousness-raising, skill-building, and support services for queer (two-spirit, lesbian, gay, bisexual, transgender, and inter-sex) people and their allies. Contact: Jennifer Self, qcenter@u.washington.edu, 206-616-7296.

The meeting was adjourned at 11:59. *Minutes by Linda Fullerton, Recorder.*

PRESENT: *Professors:* Cardenas, Fabien, Lin, Yang, Roy
ex officio: Gallardo, Butler

ABSENT: *Professors:* Colonnese, Huang, Kozuki, Centurion-Lara, Lincoln, Yue-Hashimoto
ex officio: Lillard, Remick, Vaughn