

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS

November 17, 2010, 3:30-5:00 p.m.  
36 Gerberding Hall

Meeting Synopsis

1. Welcome and Introductions
2. Diversity Blueprint
3. FCMA issues for the year
4. Approval of minutes from May 4, 2010 meeting
5. Adjourn

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**Call to Order**

The meeting was called to order at 3:35 p.m.

**1. Welcome and Introductions**

Council members and guests were welcomed to the FCMA for the 2010-11 year, and all introduced themselves to the group.

**2. Diversity Blueprint**

Sheila Edwards Lange, Vice President for Minority Affairs & Vice Provost for Diversity, presented on the UW Diversity Blueprint. [*Presentation Attached – See Appendix A*]. The Diversity Blueprint is available in full at [<http://www.washington.edu/diversity/blueprint/Diversity%20Blueprint.pdf>].

Lange said that the plan is working on institutional change, and is a 5-year plan. The Office of Minority Affairs is responsible for diversity issues, but the expectation is that every dean and VP will take responsibility for diversity at the college and unit level. Diversity must be central and core to the institution.

They are working with the diversity council to find out targets for each of the metrics. Every two years, data will be pulled and progress examined, working toward a five year target. The next phase of implementation is to provide assistance and consultation with units. They'd like to put together workshops and whatever units need, and are hoping that all colleges and administrative units will have plans in place that are consistent with the Blueprint.

Louis Fraga, Associate Vice Provost for Faculty Advancement, spoke on faculty involvement with the Blueprint. He called out page 6 from the blueprint, noting that the level of responsibility is very high, and emphasized the importance of support from the highest levels of the university in creating a culture shift. He also called out Table 1 on page 15, which specifies the role that faculty can play in this work. He said FCMA has to be a tremendous champion and accept responsibility for oversight in the way this plan gets transmitted to faculty colleagues. Faculty will provide a critical check on the metrics, making sure they are viable and realistic, and if not, making suggestions. By identifying metrics, the project may be able to generate funds.

Council chair Anand Yang said that the FCMA can have deans and provosts come to the council to talk about their diversity plans.

### **3. FCMA issues for the year**

The council discussed plans for the year. Foremost was a plan to successively bring deans in to discuss the diversity plans at their respective schools/colleges, starting with schools that are having degrees of success.

Other potential issues brought up included the impact of Activities Based Budgeting (ABB) on FCMA issues, diversity as a goal in 2y2d, the impact of budget crises on minority hiring and retention, and talking with a new permanent provost (when hired) about plans regarding diversity.

The council also named Morayma Reyes as its representative on the University Diversity Council.

### **4. Approval of minutes from May 4, 2010 meeting**

The minutes of the May 4, 2010 meeting were approved as written.

### **5. Adjournment**

The meeting was adjourned at 4:50 p.m.

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

#### Present:

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

#### Absent:

Faculty:	
Ex Officio:	Lillard

## Diversity at UW: A Blueprint for the Future 2010-2014

Sheila Edwards Lange, PhD  
Vice President for Minority Affairs & Vice Provost for Diversity

Luis Fraga, PhD  
Associate Vice Provost for Faculty Advancement; Director, Diversity  
Research Institute; Professor, Political Science

November 17, 2010  
Presentation to the Faculty Committee on Multicultural Affairs

## Overview of Comments

- Background and Overview of the Diversity Blueprint
- Metrics and Data Reporting
- Plans for Implementation
- Ways faculty members can support diversity planning



## Background

- Created by University Diversity Council over three years
- Builds on previous reports and initiatives
  - Bradford Report on Minority Faculty Recruitment & Retention (1997)
  - Diversity Compact (post I-200)
  - Diversity Appraisal (2004)
  - PACW 2007 Report on Women at UW
- Consistent with 2y2d planning framework
- Vetted with many University constituencies



## Purposes

- Further the University's progress in diversity and ensure systemic change
- Develop a comprehensive set of goals, priorities, metrics, and lines of accountability
- Provide the basis for department and unit planning to create a University Diversity Plan
- Develop an integrated vision and shared responsibility for diversity across the University
- Ensure consideration of diversity as a core University value in addressing budget reduction



## Goals

- Goal 1: Provide Leadership and Communicate Commitment to Diversity
- Goal 2: Attract, Retain, and Graduate a Diverse and Excellent Student Body
- Goal 3: Provide Rich Learning Experiences and Prepare Students for Global Citizenship
- Goal 4: Attract and Retain a Diverse Faculty and Staff
- Goal 5: Encourage and Support Diversity Research
- Goal 6: Create and Sustain a Welcoming Climate for Diversity



## Goals, continued

- For each goal, there are:
  - Recommended priorities and action steps
  - Designation of persons responsible
  - Metrics (see handout)
    - Include baseline data and four-year targets (under development)
    - Data collected every two years
    - Measures are University-wide, but data will be reported by campus/college/administrative unit
- Goals are stable; priorities, action steps may change based on progress



## *Implementation*

- **Year 1: Dissemination and Unit Planning, Sept. 2010–August 2011**
  - Disseminate Blueprint and Provide Baseline Data & Targets
  - Unit Self-Assessment and Planning
  - Assistance, Coordination, and Consultation
- **Year 2: Initiation of Unit Plans, September 2011–August 2012**
  - Launch New or Revised Unit Diversity Plans
  - Data Collection and Reporting (August 2012)
  - Assistance, Coordination, and Consultation
  - Strategy and Budget Adjustments as Needed



## *Implementation, cont.*

- **Years 3–4: Ongoing Implementation, Data Collection, Strategy Adjustment, January 2012–August 2014**
  - Continued Implementation
  - Data Collection and Reporting (August 2014)
  - End of Planning Cycle Unit Reports (Template provided by Provost)
  - Final Report of Cycle One
  - Strategy and Budget Adjustments as Needed



## *Faculty Involvement*

