Summary: During the 2019-2020 academic year, the Faculty Council on Multicultural Affairs met eight times in regular meetings, conducting its routine business of all matters of policy relating to the interests of faculty of color. Details of these actions can be found in the meeting minutes, which are located on the council’s page on the UW Faculty Senate website. In addition to the routine business outlined above, the following non-routine business was conducted.

Major topics the council worked to address and/or completed during the year include:

❖ Class C Resolution: Concerning UW Divestment from local law enforcement agencies was approved by the SEC on June 15, 2020.

On June 7, 2020, FCMA issued a public statement supporting UW students of color and the UW Community call to ensure health and safety from police violence. The statement documented FCMA’s recognition at the June 4, 2020 FCMA meeting that:

1) There are existing racial inequities that persist within every level of UW’s three campus learning environments; and
2) Further recognized that it is the role of the Faculty to systematically review the structures that define the day to day experiences of students of color attending UW on all three campuses; and
3) That it is the role of the Faculty to collectively ensure that features that perpetuate racism and racial violence be identified and methodically dismantled.

To that end, on June 4, 2020, the FCMA members committed to:

1) Affirmatively support the call to action letter seeking particularized student accommodations, as a mandate to faculty, as requested by the Black Student Union, African Student Association, and Students United for Palestinian Equal Rights and Solidarity for Black Student Needs Coalition;
2) Affirmatively support the petition that calls to divest the Seattle Police Department from the UW Police Department, recognizing the inherently different purposes the two entities represent; and
3) To plan for a summer virtual conversation, or other remote event, to create space for all Faculty (Bothell, Seattle, Tacoma) to come together to discuss how to lead on the topic of dismantling the features of the University system that perpetuate racial
inequity, beginning first with the question of how might Faculty lead on the essential task of defining and limiting the role of the law enforcement officer in the day to day educational experiences of students in our collective university tri-campus environments; and

4) To emphasize that the summer conversation, in whatever virtual form it takes, will inform FCMA on the work that must be continuing and unrelenting during the months ahead.

❖ **Campus Virtual Event:**

**DISARMING & DEFUNDING UW POLICE: WHAT DOES THAT LOOK LIKE? A Conversation for the University of Washington Community**

On August 7, 2020, FCMA hosted a campus wide discussion on policing that was attended by more than 500 members of the University of Washington Community. The discussion was intended to inform next steps for the 2020-21 academic year. Panelists included: **Gautham Reddy**, Professor, Radiology; **Brenda Williams**, Senior Lecturer, School of Law; Navon Morgan, Undergraduate Student, **Thomas Locke**, Graduate Student, Political Science; **Angelica Chazaro**, Assistant Professor, School of Law; **Alexes Harris**, Professor, Sociology; **Leyla Salmassi**, Professional Staff Organization; **Edwin Lindo**, Lecturer, School of Medicine

❖ **Class A legislation on Diversity**

FCMA voted in 2019 to propose legislation amending the code on scholarly and professional qualifications of faculty members. Their proposal highlighted the need to recruit, retain, and advance diverse faculty members in requiring new faculty applicants to provide statements on their past or intended contributions toward diversity and equity. This legislation was postponed due to COVID-19 and will be addressed in Autumn 2020.

❖ **Teaching Evaluation Task Force**

FCMA was updated on the task force throughout the year. Their reports described various biases in the current form of evaluations and how it is detached from real student learning. Suggestions included a change in the numerical evaluation system and mid-quarter evaluation tools. Plans for additional council engagement have been postponed due to COVID-19.

Council members during 2019-20 academic year:

**Faculty Code Section 21-61 A:** Brenda Williams (Chair), Xuegang Jess Ban, Branden Born, Yoriko Kozuki, Andrea Otanez, Pietro Paparella, Gautham Reddy, Michael Spencer

**Faculty Code Section 21-61 B:** Jessica Jerrit, Leyla Salmassi

**Presidential Designee:** Chadwick Allen