

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia

May 9th, 2016
12:30pm – 2pm
Gerberding 26

Meeting Synopsis:

1. Call to order
2. Approval of the agenda
3. Review of the minutes from April 11th, 2015
4. Chair's report on joint council business tabled by SEC
5. 2nd Vote to request SEC to recruit new appointees using new name and time requests for joint council meetings next year and Class A Legislation on name change to go to SEC agenda Sept.
6. Sub-Committee on EAI Climate at UW - Follow-Up discussion to vote on Class C Resolution Equity Access Inclusion Training for Promotion and Tenure Committees to go to SEC for Sept agenda.
7. Sub-Committee Report from Demographics:
 - a. Susan Astley on Tableau FCMA/FCWA Recommendation to release tableau to all faculty
 - b. if not accepted, discuss next action plans for future steps to request faculty senate computing resources to data source on our own - Class C resolution with all other FS committees?
8. Labor Sub-Committee report
 - a. Living Wage Resolution at Senate Level
 - b. 2nd Vote on Class A Legislation - Equity Preamble and Revisions to Faculty Code for New Salary Policy to go to SEC for Sept agenda.
9. Sub-Committee Report on Equity Access and Inclusion - BLM Resolution Metrics and Diversity Committee Recommendations and any other business
10. Sub-Committee Report on Faculty and Student Life and Safety - Update including "Sexual Assault Resolution" and any other business
11. Good of the order
12. Adjourn

1) Call to order

Chapman called the meeting to order at 2:36 p.m. She explained FCWA chair Susan Astley had recently informed that she would have to resign from the council due to instructional and research duties.

2) Approval of the agenda

The agenda was approved as amended.

3) Review of the minutes from April 11th, 2016

The minutes from April 11th, 2016 were approved as written.

4) Chair's report on joint council business tabled by SEC

Chapman explained several joint-council resolutions and other items will be placed on the docket of the Senate Executive Committee (SEC) in the fall, including a request that both FCMA and FCWA have their council titles renamed, a Class C resolution on Requiring Equity, Access and Inclusion Training for Faculty Promotion and Tenure Committees, an equity preamble to be included with Class A legislation (currently under consideration) on the faculty salary policy, and equity-based code language revisions to the same salary policy.

5) Vote to expedite Tableau request

The council support analyst (CSA) explained that university administration, in a recent SEC meeting, had stated that faculty race and gender demographic data would be released widely to faculty (within the data analysis software Tableau) in the fall of 2016.

Discussion ensued. Members of the joint-council considered developing a statement within the meeting, to be voted on and approved, urging that the data be released widely before the fall of 2016. After discussion subsided, a motion was made stating: the jointly meeting FCMA/FCWA requests release of Tableau demographic data to all faculty and relevant staff before June 30th 2016.

The motion was approved by a majority vote.

6) 2nd Vote to request SEC to recruit new appointees using new name and time requests for joint council meetings next year and Class A Legislation on name change to go to SEC agenda Sept.

The FCMA/FCWA Recommendation letter to be sent to the SEC on joint-council restructuring, renaming, and the creation of two new faculty councils, was read aloud to members. Chen and Campbell presented the formal letter and answered questions (Exhibit 1).

There was a question of if the new faculty councils, if/when created, would meet jointly (like FCMA/FCWA currently), or separately. The response was that the structure of the proposed new councils' meetings had not been defined by FCMA/FCWA, and that the recommendation is that they be created first, with structural decisions to be made following their inception.

There was a suggestion that subcommittees be formed between faculty councils to support collaboration between councils. After some more discussion, Chung noted she would help formalize the FCMA/FCWA Recommendation into formal Class A legislation amending the faculty code, to be brought before the faculty senate.

A motion was made to vote in advance of the legislation's finalization (for its approval) enabling that it may be placed on the next SEC agenda, also with the Recommendation letter attached.

The motion was approved by a majority vote. It was noted Class A legislation would be developed in accordance with the changes designated in the Recommendation letter.

7) Sub-Committee on EAI Climate at UW - Follow-Up discussion to vote on Class C Resolution Equity Access Inclusion Training for Promotion and Tenure Committees to go to SEC for Sept agenda.

The CSA explained that the electronic FCMA/FCWA vote taken on the Class C Resolution on Equity, Access, Inclusion Trainings for Promotion and Tenure Committees had been approved by a majority vote, and the resolution would be on the SEC agenda for the fall.

8) Labor Sub-Committee report

Living Wage Resolution at Senate Level

Shaffer explained that the Class C resolution on Living Wages was presented to, and approved by the faculty senate in that body's most recent meeting. She noted that faculty, staff, and students all collaborated in presenting the resolution. Members of the council thanked her, Chapman, and others for their work.

2nd Vote on Class A Legislation - Equity Preamble and Revisions to Faculty Code for New Salary Policy to go to SEC for Sept agenda.

Chapman noted the "Equity Preamble," and the proposed revisions to the code language of the Class A legislation on the new faculty salary policy (approved in the last joint-council meeting) will be considered by the SEC in the fall of 2016 if the Class A legislation on the faculty salary policy is approved and implemented at the university.

9) Sub-Committee Report on Equity Access and Inclusion - BLM Resolution Metrics and Diversity Committee Recommendations and any other business

It was noted by several council members that the revised Black Lives Matter (BLM) Class C resolution "metrics" document is well-written. More feedback was welcomed.

There was some discussion of the final listed metric of the document. The metric was found to be okay with council members present. Chapman noted the word "diversity" is non-descriptive and should be struck from the document, which was agreed to. A member explained other words and terms in the document might have a small chance of being approved by bodies like the SEC, though it was decided they should not be removed.

There was some discussion of the UW Police Department (UWPD). It was noted the UWPD should be held accountable for adhering to recent Department of Justice (DOJ) reforms, which includes certain benchmarks, and that this be included as another metric in the document.

Chapman asked the metrics be brought in line with additional student demands and other faculty demands that have percolated at the UW; she noted after question that she would be able to provide this information to those working on the metrics.

It was noted edits for this document should be finished before the end of the academic year.

Lo explained to the joint-council that the long-discussed work of transforming the “UW law school diversity plan” into a template diversity plan - to be used widely by UW schools, colleges, and departments around the UW to bolster equity, access, and inclusion – has been nearly finished. There was some question of what the next steps would be in finalizing the document, vetting it, and making it available to the wider campus community. It was noted members should seek to further finalize the document, with other members vetting it once it is in pen-ultimate draft form.

10) Sub-Committee Report on Faculty and Student Life and Safety - Update including "Sexual Assault Resolution" and any other business

Fialkow explained that Title IX regulations dictate that faculty be prepared to act as a “responsible employee.” He showed a draft recommendation from the Subcommittee on Student Safety (Exhibit 4). He noted the basis of the recommendation is that all faculty participate in mandatory sexual assault trainings.

After some discussion, Nolan agreed to work on vetting the recommendation electronically.

Fialkow explained after a question that the Subcommittee had no plans to engage in working on revised the Faculty Appeal Board (FAB), as that work is being undertaken by several other university bodies currently, and has ramifications for revisions to the Student Conduct Code, which are ongoing.

It was noted FCMA/FCWA might craft a Class C Resolution/council statement concerning the FAB. The CSA explained that the Faculty Council on Student Affairs (FCSA) is already engaged in that work, and is working closely with key university personnel on associated revisions to the UW Student Conduct Code.

A member noted that the reoccurring trainings of five years (recommended in the document) should be a shorter time period. She noted it would be prudent to reinforce to the student body and university staff that students may report situations of sexual assault to faculty. Devine mentioned that “asbestos trainings” must occur every year, so why not “responsible employee” trainings. This was noted to be a good argument.

Chapman noted the UW is under federal scrutiny for its policies and processes relating to Title IX, and urged that this fact be included in the document. Woods was identified as one person to perform this incorporation.

It was noted the document would be voted on electronically, once finished.

11) Good of the order

Nothing was stated for the good of the order.

12) Adjourn

Chapman adjourned the meeting at 2:00 p.m.

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

Present: **Faculty:** Rachel Chapman, Michael Fialkow, Michelle Shaffer, Whasun Chung, Geethapriya Thamarasu
Ex-officio reps: Maureen Nolan, Ada Onyewuenyi, Katie Woods, Francesca Lo, Elloise Kim, Mitchell Chen, Patricia Devine
President's designee: Susan Camber

Absent: **Faculty:** James Carothers, Jim Gregory, Delphine Yung, Sadaf Bhutta, Tessa Evans-Campbell, Joseph Babigumira, Sarah Prager, Bonnie Duran
Ex-officio reps: Jill McKinstry
President's designee: Chad Allen

Exhibits

Exhibit 1 – fcmafawa_letter_sec_councilrestructure_spring2016.doc

Exhibit 2 – Points for Student Safety_prager

Dear Senate Executive Committee,

The Faculty Council on Multicultural Affairs and Faculty Council on Women in Academia have been successfully holding joint meetings for the past two years. Initially, in recognition of the crucial interplay between race/ethnicity and gender, the two councils came together to address the unique issues facing women of color faculty. Over the past two years, the Councils have been able to support numerous initiatives of common interest and develop policies that support both constituencies. We recommend that joint Council meetings continue and that the Councils are co-chaired jointly.

Additionally, the nature of work on each Council has shifted in recent years, and we recommend that our Council names clearly reflect this shift. Indeed, we believe that the Council names, the *Faculty Council on Women in Academia* and the *Faculty Council on Multicultural Affairs*, are too vague to adequately describe our goals. The names also fail to capture the crucial and time-sensitive nature of our work. In line with President Cauce's Race and Equity Initiative, we have moved Council discussion from equality to equity. The two faculty Councils strongly believe that additional efforts must be made to support those who have faced historical obstacles and barriers to access.

To acknowledge our active and compelling focus, we propose that the councils be renamed the Faculty Council for Racial/Ethnic Equity and the Faculty Council for Gender Equity. We further seek to formalize our jointly meeting while remaining distinct under the title "The Sojourner Truth Jointly Meeting Faculty Council for Racial/Ethnic Equity and the Faculty Council for Gender Equity." We believe that this joint structure and these names more accurately reflect our ideals and vision for future work.

We realize that Class A Legislation will have to be put forth next academic year, but seek to have it placed on you first agenda. In the meantime, we would like oncoming new members to be informed of these coming requested changes.

Best,

Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia

We would also like to recommend the creation of two additional faculty councils - one addressing LGBTQ issues and the other addressing disability. The current faculty council structure does not adequately support issues facing these communities and we believe these faculty members should have institutional avenues for advocacy. Therefore, we propose the creation of the:

- Faculty Council on LGBTQ Equity
- Faculty Council on Disability Justice

Two main objectives of this proposal:

Not dilute the important issues, needs, agendas of these constituencies
Highlight and facilitate the intersecting nature of these priorities and projects

We propose one mechanism to support the collaboration between the councils be the formation of topic-specific inter-faculty council subcommittees.

Points for Student Safety

Personal Safety on campus is of paramount importance to students, their parents and the faculty and staff.

Sexual assault continues to occur on university campuses, including the University of Washington.

The immediate psychological consequences of sexual assault such as, shock, denial, fear, confusion, withdrawal, shame, distrust and symptoms of PTSD are profound and can impact the victim's reasoning when seeking care. (CDC)

Professors, teaching assistants, and academic advisors can be seen by student's as a University authority figure or furthermore as a "responsible employee" under Title IX and therefore an appropriate person to whom they should disclose their assault.

Few professors, teaching assistants or academic advisors fully understand their role as "responsible employees" under Title IX and /or are trained in the steps or systems to appropriately support and refer a victim of sexual assault.

We propose:

All faculty participate in mandatory training ~~are trained online~~ in sexual assault:

Awareness, Prevention, and referral

Basic understanding of the disciplinary process for on-campus reporting

This can be online or in some other forum, but something all faculty and appropriate staff must do as part of orientation or as a one-time training for current employees.

~~(New vs/ existing)~~

~~(cycle for renewal — 5 years)~~ There should be a cycle for continuing education/renewal of training, likely every 5 years or more frequently.

Specific faculty from every school/department are selected or volunteer ~~volunteered~~ to be trained as an the student ~~advocate~~ to facilitate initial evaluation and treatment for victims of sexual assault, as well as to help guide the victims ~~bring students~~ through their options for campus or police reporting. They would also serve as a point person ~~process~~ from assessment to completion of the ~~(disciplinary board)~~ process.