

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

December 7th, 2015

11:30pm – 1pm

Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Approval of the minutes from October 19th, 2015, & November 16th, 2015
 3. Vote on amended Black Lives Matter Resolution to add hiring of Black Faculty
 4. Sub-Committee working groups
 5. Sub-committee updates
 6. Good of the order
 7. Adjourn
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1) Call to order

Chapman called the meeting to order at 11:30 a.m.

Duran made a statement regarding her interest in the work of the joint-council. She noted she is interested in the way patriarchy can often hold women back within higher education, and would like to investigate how this may affect job opportunities and advancement at the UW. She noted she is very interested in students of color and inclusion in higher education institutions, as well.

2) Approval of the minutes from October 19th, 2015, & November 16th, 2015

The minutes from October 19th, 2015 were approved unanimously as amended; the minutes from November 16th, 2015 were approved as amended. A member requested her first name be altered in all 2015-2016 academic year minutes to reflect the first name she goes by, not her legal name.

3) Vote on amended Black Lives Matter Resolution to add hiring of Black Faculty

Chapman gave an introduction to the Black Lives Matter Class C resolution (Exhibit 1). She explained the statement has gone through drafting and redrafting for several months on behalf of the joint-council. She noted she would like to read the statement in the meeting, and then open up the floor to discussion.

After the resolution was read, there was some discussion of inclusion of the word “segregated.” Some members explained they believe it will be interpreted differently than was intended by drafters.

There was a suggestion the words “fully integrated” be included, which was agreed to. Chapman explained “desegregate” was chosen by the subcommittee on purpose for emphasis. She noted the language is written in a way designed to encourage dialogue. Further discussion revealed some members would like to include stronger language. Some members made the point that adding diverse faculty to a UW school does not necessarily “desegregate” that school, so to speak.

Astley explained definition of the word “segregation” from an official dictionary is “a forced separation,” which is not the condition at the UW in a literal sense. Astley clarified there is not a physical segregation of students and/or faculty based in race at the UW. She recommended replacing the word “desegregating” with “diversify.” In the end, members expressed support for the passage as drafted.

It was noted the President’s Race and Equity Taskforce is wrongly titled as the “Racism and Equity Taskforce” in the resolution, and should be corrected.

Chapman asked for more discussion; there was none.

After vote, the Class C resolution “Black Lives Matter Statement” was approved by unanimous vote of the joint-council. Chapman explained the intention is for the resolution to appear on the January 2016 SEC meeting agenda, to be approved by that body before going to the full faculty senate.

4) Sub-Committee working groups

Astley explained she would like the joint-council to recommend that faculty demographic data by race and gender be made available on the Tableau dashboard to all faculty of the University of Washington. She noted she would like to use the next meeting of the joint-council (January 2016) to make this recommendation formal.

Melissa Tumas (Training & Education Coordinator, Health & Wellness) and Dana Cuomo (Health & Wellness Advocate, Health & Wellness) were present as guests to the meeting to join the work of the Faculty and Student Safety Subcommittee. The guests introduced themselves to council members they had been unacquainted with.

The council held short subcommittee meetings for a duration of a half-hour, with subcommittee updates to be given at the end this period.

5) Sub-committee updates

Chapman called the meeting back to order after subcommittee meetings had culminated. Each subcommittee was to give a report on their status after having met for a short duration.

Campus EAI Culture (Equity/Access/Inclusion)

Babigumira explained he is the chair of the subcommittee. He explained they have another meeting scheduled and have defined a vision for the group. He noted there will be more to report in the January 2016 meeting.

Demographic Inequity

Astley explained she is the chair of the subcommittee. She explained a number of documents have been uploaded to the subcommittee’s google drive folder, and members of the joint-council are welcome to review the documents the subcommittee is using in its work. Astley explained the subcommittee plans to finalize a recommendation to be endorsed by the joint-council requesting faculty demographic

information be released on Tableau. She noted the subcommittee also plans to work on an overview report of this data, if and when it is first released to all UW faculty.

Labor Protection

Members of the subcommittee outlined three actions items they had set:

- I. Add to the proposed faculty salary policy diversity, promotion, and tenure-gear code language. Members explained these language additions were approved in a joint-council meeting which occurred last spring 2015. It was noted the chair of the FCFA will be consulted with also, to discuss the addition of this language.
- II. Move a Class C resolution on Minimum Wage through the Senate Executive Committee and the faculty senate.
- III. Be a liaison for union efforts to keep a Q&A sheet relevant, up-to-date, and useful to stakeholders.

Faculty and Student Safety

Members explained the subcommittee is working largely from a draft proposal. She noted they are not working to come up with new initiatives but to connect faculty with ongoing initiatives around the university.

6) Good of the Order

This item was missed due to time constraints.

7) Adjourn

Chapman adjourned the meeting at 1:00 p.m.

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

Present: **Faculty:** Rachel Chapman (FCMA chair), Theresa Evans-Campbell, Joseph Babigumira, Susan Astley (FCWA chair), Michele Shaffer, Bonnie Duran, Delphine Yung
Ex-officio reps: Jill McKinstry, Maureen Nolan, Elloise Kim, Francesco Lo, Elloise Kim
President's designees: Chad Allen, Susan Camber
Guests: Melissa Tumas, Dana Cuomo

Absent: **Faculty:** James Carothers, Jim Gregory, Sadaf Bhutta, Jessica Robles, Michael Fialkow, Sarah Prager, Whasun Chung, Geethapriya Thamilarasu
Ex-officio reps: Patricia Devine, Haylee Millikan, Katie Woods, Adaurennaya Onyewuenyi

Exhibits

Exhibit 1 - FCMA FCWA joint Black Lives Matter statement UPDATE 2015-16 dec-7.pdf

Faculty Council on Multicultural Affairs (FCMA) and Faculty Council on Women in Academia (FCWA) Joint Resolution on “Black Lives Matter” Statement

RESOLUTION DRAFT

WHEREAS, inherent in the tenets of our mission and values, we as University faculty know that “Black Lives Matter” and support the ideals of social and racial justice and human dignity for ALL including our students, staff, faculty and the communities we serve; and

WHEREAS, the continuing deaths of African American citizens and citizens of African descent at the hand of law enforcement officers raise questions about whether justice and equality are possible for young, impoverished and people of color; and

WHEREAS, the ongoing since conquest and slavery, but recent high profile killings of people of color across the United States underscore the growing socio economic and social equity gap that threatens the current and future well-being of our students, staff and faculty of color; and

WHEREAS, the entire University of Washington community is impacted by racism, poverty and inequality present in our classrooms, offices, streets and communities; and

WHEREAS, we as faculty recognize the value of law enforcement institutions engaging in efforts to improve relationships with communities of color and young people, we also acknowledge that problems still exist and immediate improvements are needed on and off campus in order to protect the lives of students, staff, faculty and communities of color; and

WHEREAS, we believe that the growing income and economic gap between rich and poor in America undermines efforts to increase equality and justice in our criminal justice system, our schools, and our economy here in the United States, and

WHEREAS, we express support of protesters both locally and across the nation who have endeavored to peacefully express their concern and frustration at the deaths of unarmed people of color; and

WHEREAS, our students are way out in front of faculty on these matters, and have seen the need to organize, demonstrate and bring their concerns, vision and demands regarding these issues to the University Leadership concerning how the University of Washington can better protect, promote, preserve and support the history, lives and futures of our historically under-represented students, staff and faculty, especially those who are African American and of African descent.

THEREFORE, BE IT RESOLVED that:

We, the University of Washington faculty as a whole encourage members of the University of Washington Leadership, administration, faculty, staff and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

BE IT FURTHER RESOLVED that the University of Washington leadership support “Black Lives Matter” forums, teach-ins, community meetings, and related peaceful demonstrations; and

BE IT FURTHER RESOLVED that the University of Washington as part of its Racism and Equity Initiative started by President Cauce reach out to University of Washington Police Department and the Seattle Police Department to promote dialogue between educators and police officers in support of our University community; and

BE IT FURTHER RESOLVED that following the examples of Yale, Brown, Columbia and NYU*, the University of Washington immediately commit to desegregating its faculty by establishing a substantial fund to hire, retain and promote a diverse faculty; and

BE IT FINALLY RESOLVED, that the University of Washington Leadership through the Initiative on Racism and Equity and any other relevant UW groups that exist or need to be created seek long-term partnerships with other UW and community groups to call for and work towards: 1) the creation of a campus, community and national model for community policing and review, 2) innovative and well-funded programs that identify and address institutional racism in the university setting, 3) campus collaborations that direct marginalized young people in the communities we serve into academic and career programs, and 4) the end of institutionalized racism in our criminal justice and educational systems.

*[More Colleges ‘Commit’ to Diversity Initiatives](#)

<http://www.diversityinc.com/news/more-colleges-commit-to-diversity-initiatives/>