

University of Washington  
Faculty Council on Multicultural Affairs  
Faculty Council on Women in Academia  
March 9th, 2015  
12:30pm – 2pm  
Gerberding 26

**Meeting Synopsis:**

- 1) Call to order
  - 2) Approval of the minutes from February 9<sup>th</sup>, 2015
  - 3) Law School Diversity Plan Presentation / Input from council
  - 4) Childcare resolution from FCUFS
  - 5) Adjourn
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**1) Call to order**

Chapman called the meeting to order at 12:35 p.m. The council did not meet quorum, thus disallowing action on the part of the members present. Chapman directed to go on with the meeting with the members and guests in attendance.

**2) Approval of the minutes from February 9<sup>th</sup>, 2015**

The minutes from February 9<sup>th</sup>, 2015 were tabled for a vote until the next council meeting.

**3) Law School Diversity Plan Presentation / Input from council**

William Covington (Assistant Professor, Law School) and Laurie Carlsson (Director of Staff Development and Operations, Law School) were present to gain input on the “UW School of Law - Strategic Plan for Diversity, Inclusion, Equity and Multiculturalism” (Law School Diversity Plan). The guests noted the plan is not on any special timeline currently. Chapman noted this is the first departmental diversity plan that has been looked at this year in the Joint-Council.

*Diversity Plan History*

Covington explained that the Law School Diversity Plan began as a project in the fall of 2011, when a special committee was called together comprised of 3 students, various faculty members, and Covington himself. The law school believed it required a diversity plan for two main reasons:

- 1) Other schools/colleges within the University of Washington had diversity plans
- 2) There were growing concerns over deteriorating classroom culture

Covington noted the law school utilized the UW School of Medicine’s diversity plan as a starting point for drafting their own. Covington explained he liked the medical school’s plan because it incorporated “measurables,” which were required to be reported out for accountability purposes. The committee spent the fall and winter quarters reading through the School of Medicine’s plan. In May 2012, the committee sent a letter to the dean recommending a diversity plan for the law school.

Covington noted that during its drafting, the plan was often reduced and rewritten, and specific responsibilities were assigned within the committee. Eventually, an outside consultant was utilized to aid in devising the language of the plan. The plan was finalized in September 2014.

### *Council Feedback*

There was question concerning the process of accountability for the plan. The guests noted they had brought the plan to several bodies, including the diversity committee, the current Dean of the Law School - as well as held a faculty vote last month, in which there was unanimous approval for the plan. However, the plan lacks one of its most important components: a position within the law school to see it through, as that position has been vacant during this academic year. The council expressed the need for at least one person within the law school to develop strategies for going forward with the plan. Carlsson responded that they are in the process of creating a chart which includes corresponding columns of action items and dates they be completed by. The chart will be made available through the UW sharing platform, SharePoint – so that interested faculty and students can see progress as it is made.

Kate O’Neill (Faculty Senate chair) remarked she was impressed by the diversity plan, and questioned if the plan might be used as a template for other UW schools and colleges to consider drafting their own plans. She noted this could be achieved by way of going through the Faculty Senate. Edwards Lange (president’s designee) commented that the School of Medicine went around to other schools and presented their diversity plan after its drafting was completed, and included the outside consultant who aided in the document’s drafting in these meetings. She also noted the School of Medicine incorporated a staff position solely responsible for supporting student diversity.

O’Neill noted presenting the plan to the Faculty Senate would be one avenue for broadcasting to other UW schools and colleges that there is an existing template. There was discussion over stressing the idea that diversity is being bolstered by faculty, not necessarily administration, so other schools do not feel “commanded” to act, but inspired.

Chapman noted that after reading the diversity plan, she endorses it fully – and would encourage increasing specific accountability for seeing its aims met.

The group agreed one problem with the plan is that there are “other issues” within the law school which might be inadvertently advertised as part of increasing publicity of the plan as a template. The guests noted they did not have concerns over this.

Edwards Lange explained that diversity trainings do occurs for UW schools, however, the professional schools do not partake in the trainings. The council took interest in this fact. Edwards Lange further noted there is a leadership team that she sits on, along with deans and chairs, which decide on a specific item to focus these trainings on. Edwards Lange explained they have proposed a train-to-train process, being that one member of a school or college attends the training, and subsequently reports back to their constituents.

O’Neill noted she wanted to make demographic data much more transparent in colleges. Edwards Lange noted this is a good effort, however, the idea is to put pressure on schools, and not to embarrass them. Chapman noted the embarrassment would not fall on the people working on diversity plans, but the leadership. Covington noted there was a demonstration at the law school concerning diversity, and if

this plan was put forward, it might curve the demands posed to the law school. Edwards Lange commented the Law School Diversity Plan is well-written and thoughtful.

O'Neill mentioned that the law school faculty convocation, which takes place at the law school in the spring, might be an opportune time to broadcast the plan to the faculty. Carlsson noted the plan will be the subject of the faculty convocation this year, to which the council was pleased.

The council agreed in many ways diversity is a risk management issue. Edwards Lange noted this is true, and it is actually a part of the risk management plan for the university.

Chapman noted concern over combining the terms "excellence and diversity" in the beginning of the plan, within the guiding principles section. She explained it provides ammunition for an argument to be made against the plan. There was agreement in moving forward with providing a definition for how the two themes tie together, at the end of the section.

Joseph added there is a Graduate School Diversity Report, which can also be used for reference in other diversity plans.

There was question over the process for joining faculty councils, and the guests noted they knew of law school faculty who would be interested in participating. O'Neill explained the process, and invited the guests to follow up with the Faculty Senate Office.

The guests were thanked for attending and left.

#### **4) Childcare resolution – subcommittee report on draft revision / joint-council support with FCUFS (Exhibit 1)**

O'Neill noted a resolution on child care had been passed by FCUFS. (Exhibit 1)

#### **5) Adjourn**

The meeting was adjourned by Chapman at 1:30 p.m.

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

**Present:** **Faculty:** Rachel Chapman, Janine Jones, Ralina Joseph  
**Ex-Officio representatives:** Shelia Edwards Lange  
**Guests:** Laurie Carlsson, William Covington

**Absent:** **Faculty:** James Carothers, Jim Gregory, Brett Rubio, Delphine Yung, Cheryl Cooke, Michael Fialkow, Karen Fisher, Ann Mescher, Sarah Prager, Michele Shaffer  
**Ex-Officio representatives:** Patricia Devine, Maureen Nolan, Allison Chan, Varsha Govindaraju, Elloise Kim, Alison Mehravari, Katie Woods, Claudia Frere

#### **Exhibits**

Exhibit 1 - Resolution on Child care

WHEREAS, the University of Washington experiences a dearth of flexible, on-site childcare; and

WHEREAS, the faculty recognizes the administration's efforts to address this issue by appointing a full-time director for Childcare Development & Access; and

WHEREAS, the University of Washington continues "to create welcoming and respectful learning environments, promoting access, opportunity and justice for all." (UW Diversity Mission Statement 2014).

BE IT RESOLVED that the faculty endorses the administration's appointment of a director and a permanent advisory committee on Childcare Development and Access.

BE IT FURTHER RESOLVED that through the permanent advisory committee the faculty will continue working with the administration to develop a family friendly environment at the University of Washington by the following actions:

- Develop accessible, near / on-site university childcare centers.
- Support collaborations between new campus childcare centers, affording access for families and ensuring excellence and quality programs for those served.
- Provide leadership in the field of early education, family relationships, and early mental health, essential to developing a qualified and informed workforce in meeting the varied needs of our graduate and professional school students, faculty, and staff.
- Strengthen family relationships by providing support and educational services that are based on research and best-practice methodology.
- Create flexibility whenever possible to adjust and respond to the changing needs of campus families, the workforce, and our environment.
- Develop productive partnerships to facilitate access by the University of Washington community to a full range of childcare support.