

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
November 10, 2014
12:30pm – 2pm
Gerberding 26

Meeting synopsis:

1. Call to order
 2. Review of the draft minutes from October 13, 2014
 3. Subcommittee reports
 4. Good of the order
 5. Adjourn
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1) Call to order

The meeting was called to order by acting chair James Carothers at 12:30pm.

2) Review of the draft minutes from October 13, 2014

The minutes from October 13, 2014 were approved as written.

3) Subcommittee reports

Demographics and data

Yung reported that the subcommittee has not met yet but is reviewing the charge letter from Jack Lee regarding the senate resolution requesting data be available for faculty to review. The subcommittee's goal is to ensure the administration will produce data on faculty demographics in a larger, more meaningful way and provide the transparency that is needed to fully understand diversity amongst faculty at UW.

Bias in hiring

Kim reported that the subcommittee has met once. The subcommittee plans on inviting guests across the university community to discuss how bias in hiring is being addressed and resolved in their departments, such as Judy Howard from the College of Arts & Sciences and representatives from Faculty Advancement to discuss training opportunities. There is also an opportunity to review a case study from the department of anthropology that describes their diversity training program for new hires. Kim explained that the subcommittee will approach anthropology and work with the department to identify best practices that could be replicated on a larger scale.

The subcommittee is also reviewing a draft resolution on bias in hiring that may be submitted to the Faculty Senate. The deliverable could be a possible Class C resolution or advisory letter to the senate detailing the concerns of FCMA/FCWA.

Living wages

The subcommittee is currently gauging different options to determine a feasible strategy in moving this issue through the faculty governance structure. The topic of living wages is very important for FCMA/FCWA because women and people of color are disproportionately affected by low wages, which is why it is important to push for fair pay for all employees. The goal is to ensure the issue is added to the Faculty Senate agenda to ensure it receives a fair and public debate. The subcommittee is also researching potential platforms and tools for underrepresented constituents to voice their concerns. One goal is to partner with community grassroots movements and organizations within the university community that can push this agenda, including 15 Now UW Action Group which is composed of student and faculty who support the \$15 minimum wage.

Childcare

Mescher reported that the Faculty Council on University Facilities and Services (FCUFS) discussed the issue of childcare at its most recent meeting. Mescher added that she met with GPSS President Alice Popejoy who spoke about childcare at the last Board of Regents meeting. Popejoy reported that two regents expressed interest in childcare issues and began communication with the provost on childcare accessibility. Mescher explained that GPSS is beginning to work and organization together on the issue to push childcare expansion from the graduate student perspective and stressed the importance of working in coordination with GPSS.

Mescher reported that the provost will be meeting with leaders across the university on childcare expansion efforts which should lead to productive conversations. The subcommittee will be preparing for the meeting and is interested in collecting data to document the need amongst students and faculty at the university.

Mescher reported that she met with an alum on November 7th who expressed interest in the childcare issue. The meeting was very productive and ended with an initial pledge towards the university's childcare efforts. Mescher added the donor wishes to remain anonymous and expressed support for the recent efforts between FCMA, FCWA, FCUFS and GPSS in working with the administration to ensure UW development efforts will specifically include childcare facilities. Discussion ensued about the need for graduate students to have access to childcare based on recent surveys. Discussion moved to concerns surrounding operation costs which have been an impediment to providing on-site childcare in the past. The problem is that if the service is made available to graduate students they will not be able to pay market rates compared to faculty and staff. Additionally, the costs fluctuate based on the combination of children since the cost of childcare is tied to the age of the child. Discussion ensued about possibly including a childcare facility in the new student dorms as part of the university's north campus renovation.

Undergraduate diversity

The subcommittee will have its first meeting shortly. The primary issue the subcommittee will address is the implementation of the undergraduate diversity graduation requirement. Courses that fall within the requirement are already marked with "D" on the time schedule but there is still uncertainty on how the requirement's criteria will effect transfer students. There are several groups on campus who are working on this issue, including the diversity implementation task force, legacy groups and registered student organizations.

Other issues the subcommittee will address this year are institutionalizing diversity through teacher evaluations, mandatory training for instructors on reporting of sexual assault, and obtaining accurate data on student demographics. Discussion ensued about requiring diversity questions as part of teacher evaluations. A comment was raised stating this would be good for chairs when reviewing faculty during their promotion and tenure process.

4) Good of the order

A question was raised asking if there is a subcommittee on sexual harassment/assault. There are many undergraduate committee focused on sexual misconduct along with UW's sexual assault task force. A comment was raised noting that since the administration is already making a big push on this issue it does not seem necessary to create a subcommittee at this time.

5) Adjourn

The meeting was adjourned by Chapman at 2:00pm.

Minutes by Grayson Court, council support analyst. gcourt@uw.edu

Present: **Faculty:** James Carothers (acting chair), Michele Shaffer, Delphine Young, Ann Mescher, Karen Fisher, Sarah Prager
Ex officio representatives: Varsha Govindraju, Allison Chan, Elloise Kim, Katie Woods

Absent: **Faculty:** Joseph Babigumira, Rachel Chapman, Jim Gregory, Janine Jones, Ralina Joseph, Brett Rubio, Cheryl Cooke, Michael Fialkow
Ex officio representatives: Patricia Devine, Claudia Frere, Maureen Nolan, Alison Mehravari