Even before the COVID-19 crisis, caregivers faced multiple workplace challenges, but the pandemic has exacerbated these hardships and created systemic imbalances that threaten UW's commitment to equity.

In many households, women shoulder the majority of caregiving tasks and responsibilities. As a result, women and their careers may experience greater hardship from this consequential shift as our society moves to protect the health and well-being of our communities.

Equity requires us to re-examine how we define contribution and productivity, and how we distribute labor, seen and unseen. With meaningful commitment, UW may yet retain its best and brightest.

Without support and systematic adjustments to productivity expectations, we are creating conditions for discrimination based on caregiving obligations, family health status, and wealth.

Additionally troubling, people of color experience more devastating COVID-19 outcomes and these inequities will be even more stark.
CLASS C RESOLUTION
NO. 605
Concerning Equity for Caregivers at the University of Washington

Co-sponsored by FCWA, FCMA, and FCR

The Faculty Council on Women in Academia, informed by AAUP caregiver leaders and the UW COVID-19 Caregiver Task Force, proposed Class C legislation to support equity for Caregivers at University of Washington. Faculty Council on Multicultural affairs and the Faculty Council on Research co-sponsored the legislation that was brought before the Senate. It passed Faculty Senate without objection in December, 2020.

Now that the Resolution was adopted, we need to take action to ensure meaningful implementation across UW. Please click here for some actions all faculty can take to move this work forward.

Summary

The full rationale, which includes some recommended practices, is available here. The final Class C Resolution No. 605 Concerning Equity for Caregivers at the University of Washington can be found here.

1. Unit leaders to provide meaningful redistribution of teaching and reduction of service and research expectations for caregivers during the COVID crisis, and for other demographic groups who are disproportionately impacted during this crisis (e.g., race/ethnicity, gender, and disability status) - noting that the specific adjustment would be determined as a discussion between the unit leader and instructor in accordance with Section 24-32 of the Faculty Code, while striving to maintain a high quality student experience. In addition, the UW Faculty Senate strongly urges unit leaders to provide specific additional information regarding how they will support faculty who are caregivers during COVID 19 crisis.
2. The University to offer teaching relief, teaching flexibility and teaching resources for caregivers.

3. Unit leadership to remove non-emergent service obligations for caregivers.

4. Reallocating an existing senior administrator's time to wellness and career development.

5. The University to publicize data to the UW community showing salient outcomes (promotion, pay, performance evaluations, teaching evaluations) by COVID caregiver status, gender, race, ethnicity, disability status, and other demographic groups disproportionately influenced by the COVID crisis.
The University is regularly updating resources for working parents who need support while their children are learning from home and child care options are limited.

Elder Care finding during COVID-19 may mean finding someone who can be with an older adult physically or helping older adults access meals and health care safely.

Flexible working options can help all employees.

At-home learning is likely to continue for several more months for many students; the UW has these supports to offer.

Don’t forget to care for yourself.

The COVID-19 Caregiver Task Force has other suggestions.