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**Faculty Affairs Committee Meeting Minutes**

October 18, 2016 1:30-2:30pm PNK 212

***Present:*** *Margo Bergman; Marian Harris; Susan Johnson; Greg Benner; D.C. Grant, Sarah Hampson, Jim Thatcher.*

***Guest:*** *Ricardo Ortega*

1. **Consent Agenda**

The September 26, 2016 Faculty Affairs Committee meeting minutes were approved by those who were present at the September 2016 meeting. New FAC members, Jim Thatcher and Sarah Hampson, were welcomed as the new Urban Studies and SIAS representatives. The committee members conducted introductions.

1. **Chair’s Report and Discussion Items:**
   1. Ricardo E. Ortega, PhD, Director-Center for Equity & Inclusion

Presentation/Discussion: Ricardo Ortega, Director of the Center for Equity and Inclusion presented on the programs and efforts underway within the Center. He noted that CEI notifies the campus about their work and events calendar through the uwtline email list. He highlighted the following:

* [STEPS mentoring program](http://www.tacoma.uw.edu/equity/students-together-empowering-personal-success-steps) – UW Tacoma community members mentor high school students
* [SSMP program](http://www.tacoma.uw.edu/equity/student-success-mentoring-program-ssmp)  - in which UW Tacoma students can receive a mentor
* [The Pantry](http://www.tacoma.uw.edu/thepantry) – serving UW Tacoma community with food and hygiene items
* Working toward new system to report bias incidents – CEI, Academic Affairs, the Chancellor’s Office, Faculty Assembly, UW Tacoma staff and students, and UW Tacoma IT have been meeting to design a web-based system for UW Tacoma community members to report incident of bias
* Leading the Race & Equity Initiative Steering Committee - [R&E Steering Committee Action Plan with Recommendations](http://www.tacoma.uw.edu/sites/default/files/sections/Equity/RE_Narrative_UWT.pdf)
* Highlighting Book Releases of UW Tacoma Faculty who work in social justice
  + Chris Knaus and Jerry Flores will be releasing their books on October 26 from 5-7 pm at BHS 106
* Collaborating with Jeff Cohen and Erin Casey for events around positive masculinity
* Working to bring back “Husky Hour”
  + An hour lunch break every day of the week
  + Noted that the Executive Council is also looking at the time schedule matrix to address this need for campus involvement and lunch time
* New partnership with KBTC
  + Partnering for few computer programing workshops in Hilltop neighborhood
* Looking into adding a few questions to questionnaire students have to take before registering
  + Questions about housing/food insecurities and campus climate
  1. Change Date for December 2016 Meeting

All were in favor of changing the December 2016 meeting date to Tuesday the 6th of December.

* 1. Finalize Charge for 2016-17; present to EC at 10/21/16 meeting

Margo Bergman volunteered to present to EC at the 10/21/16 meeting since FAC chair, Marian Harris, will be unavailable to do so. FAC agreed to the following charge items:

**Childcare:**

* Programs/Schools to have Child-in-Class policy (& potentially breast-feeding/lactation policy)
* Increase number of childcare vouchers available/give to students
* Recommend policy for equitable Family Leave (i.e. mothers physically giving birth get more paid leave than adoptive parents, fathers, etc.)

**Race & Equity:**

* Work with Academic HR, Academic Affairs, and Schools/Programs to insure that searches/hiring practices are equitable (search committees receive training on implicit-bias, etc.)
* Recommend/work towards an institutionalized Climate Survey, perhaps COACHE or like it, and/or using institutional equity assessment tools; FAC develop survey questions (focused on faculty)
  1. Racial Disproportionality Assessment Instrument

FAC reviewed this tool and discussed using some of the sections to create a specific tool for collecting information from UW Tacoma programs. FAC member, D.C. Grant volunteered to consolidate it into one word document.

* 1. Racial Equity Tools

Other tools for FAC to potentially use: the race and equity tool utilized by the City of Seattle (comes up in a google search) and a Workplace Bullying tool brought by member, Susan Johnson.

1. Adjourn