

Faculty Affairs Committee
Information from Academic Units about Race & Equity Initiatives Underway or Planned
(January 2017)

School of Business (Margo Bergman)

“Milgard doesn’t have any current workshops or formal instruction in race and equity. We do vet our ads, and questions, for searches with Sharon Parker’s office, as well as discussing how to reach as wide a pool as possible when conducting a search. We are working on a code of conduct that explicitly includes a message about supporting diversity and inclusion, but it hasn’t been passed yet.”

School of Education (Gregory J. Benner)

“With regard to equity and inclusion, the School of Education is focused on strategic planning and exploring pathways for alternate routes to certification or degrees in Education. We have committed to discussion of equity and safety in our classes given recent political changes.”

Institute for Technology (D. C. Grant)

The following supporting activities involve equity and inclusion:

- Summer Institute for Research Education and Biostatistics
- Math Science Leadership Grade 7-12 Summer program
- Women in Computing Sciences Student Organization
- D. C. is working with the Technology Access Foundation to partner with Boze Elementary School 5th graders to improve likelihood of 5th graders to seek and complete post- secondary education. Technology students working on joint teams with Boze students. Boze Elementary is in a very diverse East Tacoma community.

School of Interdisciplinary Arts & Sciences (Sarah Hampton)

“SIAS has established a diversity committee and this committee has been discussing doing our own climate survey. We met a few times last winter-spring, but have yet to meet in this academic year, so no real progress on the survey has been made. Of course, SIAS is also home to an Ethnic, Gender and Labor studies major, and we are also in the process of establishing a Gender and Sexuality Studies minor. The new SIAS dean has dissolved the old SIAS Diversity Committee and is now constituting an advisory council on diversity and inclusion. The call just went out for nominations.”

Department of Nursing & Healthcare (Susan Johnson)

- One of our professors is moderator of a roundtable called “Anti-Racist Methodologies.”
- One of our professors is working on student homelessness issues, including emergency housing needs.
- One of our professors is working with the homeless clinic to provide services to UWT students & families who are in crisis.
- About once a year during faculty development meetings or during our yearly retreat we have a discussion on how to create civil and inclusive learning (and working) environments.

- Faculty are currently engaged in discussions about how to address the social climate caused by the aftermath of the recent elections, however, no formal proposals have come forward to this point.

Social Work and Criminal Justice Program (Marian S. Harris)

- At our autumn retreat a small work group was formed to look at issues of equity and inclusion. At our December 2016 program meeting faculty decided to have formal equity and inclusion committee.
- We promote and participate in a few social events with our students: the Graduate Student Social sponsored by the Graduate School at the Swiss. We are planning our 2nd annual Master of Social Work social for early February 2017. We usually have a beginning-of-year social event for faculty and families, but that did not happen in 2016. There is a monthly pre-department meeting lunch event (usually at the Swiss); faculty are invited to attend.
- There are no new courses that are proposed at this time. In the recent past we have created a couple of new courses that address equity and inclusion: TSOCW 552- American Indian Child Welfare; and TCRIM 364-Criminal Justice and the LGBTQ Experience. There are several courses already being taught in the program. Please see Course Catalog for a list of those courses.
- We have not done a recent full-time faculty hire, but the report of the equity and inclusion work group includes some recommendations around future hires.
- In May 2016 the SWCJ faculty approved a new set of T & P guidelines. Included in those revised guidelines are the following new statements:
 1. “In keeping with UW’s expressed commitment to excellence and equity, contributions in scholarship, teaching and service that address diversity and equal opportunity may be included among the qualifications for promotion.”
 2. As part of the narrative on teaching, applicants must now: “Describe ways you have supported and fostered diversity and inclusion of under-represented groups.”
 3. For service, the following is in place: “Recognition will be given to faculty members who perform service of particular value to the Program and its students, the University, or the community at large, especially under-represented or marginalized groups.”
- Our bylaws will likely be revised in a year or so and these issues can be addressed in them at that point.

Urban Studies Program (Jim Thatcher)

- During our September 2016 retreat, Urban Studies faculty agreed to start a conversation around race and equity in pedagogy.
- The first of these meetings occurred in Autumn and will be followed with the intent to:
 1. Learn how faculty approach these topics in their classes and where they feel they need help.
 2. Identify a cohort of courses that cover various aspects of race, ethnicity, gender, and equity issues in Urban Studies.
 3. Create a purposeful scaffolding process across these courses (focusing on race and equity issues).

4. Work with Asao Inoue to create writing workshops for faculty members who teach in the identified courses.
5. Create a writing project across the selected courses.
6. Assess the outcome once the full program is implemented.