

W UNIVERSITY *of* WASHINGTON | TACOMA
University of Washington Tacoma Staff Association
October 26, 2017, 3:00pm-4:30pm, CP 206C

Suggestions for staff equity and inclusion efforts:

- Mandatory equity and inclusion training for all new staff
- Pay equity
- Non-bias training for staff search committees - already standard practice for faculty searches
 - And *better* non-bias training
- Move from just talking about things to actually doing something (big challenge - what's being observed on campus is lots of talk, little action)
 - Who will start to take action? Is there an oversight group that will be taking this on?
- What have other places/school done to address this issue?
- Set benchmarks to know what we are moving towards/understand where we are at right now
 - How does staff reflect the student body?
 - What are departments currently doing?
- 3 part series: self-identity, building partnerships, action to implement what you've learned
- Utilize resources that are on campus already - tap into talents
 - What expertise already exists? Faculty that could teach something/offer a workshop?
- The People's Gathering at PLU - annual all-day equity trainings/workshops
 - Host something similar here? One-day conference that could be offered for campus and community
- Lightning talks by students/staff/faculty
- Awareness building of campus needs (ie food insecurity)
- Grit City Think and Drink program - get involved with this already established program? Include more equity/inclusion related topics?
 - Contact - Sarah Newell
- How do different departments conduct searches? It is decentralized, as compared to Faculty - much more governance to Faculty hiring. For staff it varies by department and/or even by supervisor.
- Recommendation that staff and departments need to sit down and actually *talk* about the importance and necessity of building campus climate and a focus on equity.
 - Compile lists of what departments are doing. Develops our internal benchmarks.
- Many of us sit on committees; are we as Staff Association asking questions about what these various groups are doing to create an equitable and inclusive culture - ensure that this is being discussed and people are aware of the importance.

- We need clarity on what the issue is - the topic of equity and inclusion means different things to different people. Makes it challenging to mobilize around a specific goal or need. Currently there isn't a goal/number/something for us to move towards.
- Is there more movement on the faculty side? Do they have a set goal?
- Currently CEI office space doesn't feel like a true center, areas are spread out, tiny spaces with leadership on a different floor. But 4th floor Tioga is sitting open/used for some storage. Give them that space!
 - CEI working with ASUWT President Arwa Dubad to collect student feedback on that particular space, is that a spot students also want?
- Review of where the campus sponsorships happen - where is money going to support different groups of students/where is money coming from? Equity and Inclusion has to request funds every year, it's not dedicated funds from the University. If E&I is a strategic initiative/cornerstone of our campus, give them dedicated funding.

Nedra shared that the CEI is currently benchmarking other institutions, revamping their approach to campus, doing a CAS standards review and aligning the Center with those standards.

Please feel free to share any other ideas that might come up - we will also pull any suggestions not reflected from the staff survey we did earlier in the year.

Halloween Spooktacular is next Tuesday, 12-1pm in WPH!

Unsung Hero nominations are open now, closes next Friday, November 3. Nominate a deserving staff member!