

Race & Equity Committee



Details on Committee

First Meeting Oct 26, 2015

- > **Ricardo Ortega, PhD – Director of Diversity Resource Center Initiatives**
- > **Asao Inoue, PhD - Director of University Writing, Associate Professor**
- > **Angela Jones – Fiscal Specialist**
- > **Hannah Wilson – Library Access Services Manager**
- > **Turan Kayaoglu, PhD - Associate Dean of Faculty Affairs & Student Affairs**
- > **Sophie Nop – ASUWT President**
- > **DJ Crisostomo - Pre-College Coordinator, Student Transition Services**
- > **Patricia Kruse - Director of Administration and Operations, Interdisciplinary Arts and Sciences**
- > **Cindy Schaarschmidt - Director, Student Fellowships & Awards**
- > **Fleciah Mburu – Undergraduate Representative**
- > **William Towey – Graduate Student, Interdisciplinary Studies**
- > **Chris Demaske, PhD - CAC Division Chair and Associate Professor**
- > **Sushil K. Oswal, PhD – Associate Professor, Culture, Arts and Communication**
- > **Xing Liu, PhD - Full-Time Lecturer, Institute of Technology**
- > **Laura Yanez – Undergraduate Representative**

Goal #1

Provide Opportunity for Faculty, Staff and Students To Acquire Shared Language and Practices on Race & Equity

- > **1a. Workshop and Forum Series with facilitated conversations**
- > Objective Organize workshops and discussion forums on Race & Equity that engage the entire campus community. Topics should include understanding and addressing (white) privilege, anti-racism, and equity issues

Goal #1

1b. Teaching, Learning, and Scholarship

Objective: To support and implement Pedagogy trainings that will foster more equitable classes and classrooms

- > Start Diversity Research and Teaching Institute
- > SEED

Goal #2

Address Institutional Racism & Bias

- > **2a. Addressing Hiring Practices for Staff and Faculty**
- > *Objectives:* Examine Institutional practices and policies and take concrete action to address acts of bias and to proactively support more diverse hiring practices across campus.

Goal #2:

- > Recommendation for new Staff Position to be opened that specifically works to recruit diverse faculty applicants for positions at UWT
- > We recommend that as a campus the end goal is that the Faculty at UWT should mirror the demographics of UWT's Student Body
- > Training on issues of Race & Equity for Faculty/Staff that can serve as personal consultants for search committees
- > Expand on-boarding process for Staff and Faculty to include issues on Race & Equity

Goal #2

2b. Address the Retention, Recruitment and Resources for Students of Color

- > Give RSO's who do events/programming on issues of Equity more resources – Money for events, Space, Acknowledgements
- > Support Lower Division Student Success Task Force in student retention efforts
- > Initiate Chancellor's Student Diversity Leadership Group

Goal #2b:

- > Recommendation to reinstitute Husky Hour
- > Increase the Resources of the DRC
- > Form a Bias Incident Task Force
- > Orientation for Students of Color
 - Engage Students sooner on Campus

Goal #3

Assess our Campus Climate and Our Ongoing Initiatives

- > **3a. Conduct a Campus Climate Survey**
- > *Objective:* To accurately assess the Climate of the Campus so as to initiate effective programming
- > Combine efforts with OUE and others to accurately determine Campus Climate
- > Assess the experiences for students who attend class after 5 pm.
- > Assess the programs and events already taking place around issues of Equity on campus