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 programing
> 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