Departmental Diversity Committee Meeting Minutes
3-4:30 pm, Wednesday, October 28, 2015 @SSW Rm 305AB

Present: Karen Zagona (Linguistics), Richard Wright (Linguistics), Christopher Lum (Aeronautics & Astronautics), Peggy Sharp (Bioengineering), Claudine Manio (Architecture), Pat Reilly (HCDE), Sarah Benki-Nugent (Global Health), Steve Schwartz (Epidemiology), Rosa Ana Risques (Pathology), Nate Sniadecki (Mechanical Engineering), Kate Osmond (Bothell IAS), Harold Baker (College of Engineering), Jim Hermanson (Aeronautics & Astronautics), Eve Riskin (Electrical Engineering), Deborah Kartin (Rehabilitation Medicine), Sujata Pradhan (Rehabilitation Medicine), Jamie Mayerfeld (Political Science), Deborah Kamen (Classics), Caitlin Wubbena (Education), Jill Rand (College of the Environment), Vickie Corrin (Rehabilitation Medicine), Maria Vignau-Loria (Sociology), Sarah Diefendorf (Sociology), John Palmieri (Mathematics), Noah Seixas (DEOHS), Brian Iritani (Comparative Medicine), Tracy Maschmann Morrissey (History), Wanjiku Gitabi (History), Priya Frank (Bothell IAS), Lauren Lederer (Applied Mathematics), Theresa Ronquillo (CTL), Michelle Trudeau (SEFS), George Lovell (Political Science), Lynne Manzo (Landscape Architecture), Christine Edgar (Astronomy), Eric Agol (Astronomy), Julia Tobiska (Music), Aimee Dechter (Center for Studies in Demography), James Carothers (Chemical Engineering), Laura Martinez (School of Public Health), Gino Aisenberg (Graduate School), Genevieve Aguilar (Graduate School), Cynthia Morales (GO-MAP), Vanessa Alvarez (GO-MAP)

Highlights of diversity work on campus

- Doubling the number of women faculty in Aeronautics and Astronautics
- Climate and diversity survey in the College of the Environment and OEHS
- Funds raised for faculty and staff training in Global Health
- Newly established or reformed diversity committees in Aeronautics and Astronautics, Epidemiology, Pathology and Electrical Engineering
- Increased URM students in the School of Medicine and Pathology
- New Dean of Education is a critical race scholar
- New Director of Diversity and Access in Engineering
- Renewed membership in the National Council of Faculty Diversity and Development by Associate Vice Provost Chadwick Allen
- Associate Vice Provost Chadwick Allen garnered funds of $300,000 from University to enhance faculty diversity.
- Holistic recruitment and admissions process implemented for three professional programs in Rehabilitation Medicine
- Record number of requests made to the Center for Teaching and Learning (CTL) for engaging in diversity; interactive theater as pedagogy used to raise consciousness
Faculty and the program manager in Applied Mathematics have been on the road recruiting URM students

Three new faculty hires in Sociocultural Anthropology

Increased recruitment and retention of Latino/a graduate students in Comparative Literature, Cinema and Media

Interrupting bias trainings with faculty and new mentorship work in History

Diversity committee expanding scope and responsibilities in Political Science

New series discussing power and difference in History

Successful graduate student recruitment utilizing the National Name Exchange (NNE) in Mathematics

Diversity journal club discusses a diversity topic weekly in Astronomy

Three new women faculty hired in Astronomy making it one of most gender balanced departments in the country

New lactation room in Biology

SACNAS meeting hosted and attended by Biology

**Department Spotlight (Anthropology - Dr. Michael Perez)**

Michael began by handing out a copy of faculty hiring guidelines used in the Department of Anthropology. The guidelines were developed by a committee and approved by faculty unanimously. There have been differences of opinion about how to implement the guidelines and how the rubrics can be used in decision making. The faculty search committee designates one individual to serve as the liaison to the diversity committee. Likewise, one person from the diversity committee serves as a liaison to the search committee. Each person on the faculty search committee participates in an interrupting bias training. The committee also meets with the Office for Faculty Advancement prior to engaging in the search process. Graduate students currently serve on the search committee. However, due to the work load associated with serving on the search committee the full scope of graduate student engagement is still being determined. The Dean meets with the committee as part of the process. In general, the department tries to get people to always think about recruiting diverse candidates via professional networking and events.

**Faculty Recruitment & Retention Discussion Report Back**

Participants reported that there is a broad problem across STEM departments in recruiting women. There have been challenges broadening and diversifying the applicant pool in STEM fields. Some success has been found in connecting with community groups to broaden networking opportunities.
It was suggested that applicants be required to submit a diversity statement and asked about diversity in their interview.

**Graduate Student Recruitment and Retention Discussion Report Back**

Departments have found success engaging students of color utilizing a variety of tactics, which include hosting an informal picnic, happy hours and/or organizing a one-unit orientation class. Guidance and support during the first quarter is critical. Departments indicated that faculty who knew about the resources offered by GO-MAP made a huge impact on student experiences. GO-MAP welcoming and networking events have been great for students. Many departments have assigned incoming students with mentors or have utilized student ambassadors to make connections and provide additional support. Incentives such as providing $5 for mentors and mentees to go out for coffee is a cost-effective way to get folks connected in their department. Current students designated as ambassadors have set up and curated Facebook pages for new students. Group discussions identified two recommendations for supporting students in their first 90 days that focused on shifting the climate regarding diversity. It was suggested that required first year courses are used more critically to integrate diversity issues and support students. It was also suggested that all students participate in diversity training during orientation accompanied with taking the implicit bias test.

Departments reflected upon their success with recruiting students to the University. In general, adding a personal touch to communications was found to be very helpful. Paying for the expenses of prospective students during the recruitment phase, such as travel to visit campus, was very helpful. Some departments had prospective students stay with current students of color during their visit. GoPost discussions were also used to help students find housing prior to the start of the academic year. Participation in GO-MAP’s Prospective Student Days (PSDs) was very helpful. The 2016 PSDs will take place Thursday, March 31 and Friday, April 1 (http://grad.uw.edu/gomap/psd/index.shtml). Some of the key challenges to being competitive with other schools has been the lack of adequate funding to offer students. Many departments echoed that more money is needed as a resource.

Chadwick Allen, Associate Vice Provost for Faculty Advancement

There is $300,000 available for departments to help enhance their diversity profile. This is one-time money and the process for accessing the money is field dependent. A guideline for hiring faculty is also being developed as a resource for departments to utilize as a blueprint. For more information about these efforts contact Chad at callen3@uw.edu.