

CoEnv Diversity Committee Agenda

Friday March 11th, 2016, 2pm – 3:30pm, Ocean Science Building (OSB) Room 203

	Title	Sponsor	Info/Action	Min.
1	Call to Order	Brian Tracey/Fritz Stahr	Action	1
2	Approval of the Agenda	Brian Tracey/Fritz Stahr	Action	1
3	Approval of Minutes	Lisa S./Ashley M.	Action	1
4	Check-in	Brian Tracey	Action	5
5	Introduction to UW Diversity Blueprint Draft	Brian Tracey	Information	1
6	Update on CoEnv College Council, REI and SMEA	Chris Giordano	Information	10
7	Hiring: Cost of Effective Advertising to Diverse Populations	Rick Rupan	Information	10
8	Departmental Diversity Plans and GOP RA grant	Michelle Trudeau	Information/ Inquiry	10
9	Review of CoDD: Inclusive Mentorship. Event opportunities	Jill Rand	Information	5
10	Update on ADDA Search	Mark Warner	Information	5
10.5	Diversity Award subcomm formation	Fritz Stahr	Info/action	2
11	Discussion: <u>Allyship</u> Panel: Shaun Knittel (Founder, <i>SoSea</i>) Dru Dinero (Director, <i>Visual Affairs</i>) Adrian Shaw (local artist, Director, <i>DS Security</i>) Jaimee Marsh (Assistant Director, <i>Q Center</i> UW) Katie Vail (Director, <i>SARVA</i> UW) Sierra Stewart (Senior Secretary, <i>CoEnv</i>) Samantha Powers (Director, <i>Student Veteran Life</i> UW)	Brian Tracey	Information	45

CoEnv- College of the Environment

SMEA- School of Marine and Environmental Affairs

REI- Race and Equity Initiative

CoDD- Conversations on Defining Diversity

ADDA- Associate Dean of Diversity and Access

GOP RA- Graduate Opportunity Program, Research Assistant

SoSea- Social Outreach Seattle

SARVA- Sexual Assault and Relationship Violence Activists

NOTES from Meeting:

1. Called to order @2:05 by Brian (name hats passed around)
2. Agenda approved by unanimous vote (Fritz asked to add new item vis Diversity Award)
3. Minutes of last meeting approved by unanimous vote

4. 2:06: Check-in around table (see other's notes? – lots of weather-related incidents) [Kyle, Sage, Sierra (student in Dean's office), Jill, Dave B, Ashley, Chris (SMEA grad student -guest), Megan, Rick, Kristina, Karin, Fritz, Kristi, Mark, Rob, Naomi, Michelle, Brian] [Kirsten & Christina late] Brian noted student protest at hydrology building

5. 2:15: New diversity blue-print now out from Diversity Council
 Didn't send around due to timing but will so we can provide feedback to them before their next meeting on April 26th – want to create a report based on where we're at in 2020. Appear to be moving forward on new one, no feedback from first one in ~2011
<http://www.washington.edu/diversity/diversity-council/>.
 Staff focused now (b/c previous focused more on students). Accountability – set metrics in blueprint to measure in 5 years where we are at. No talk how to discipline university faculty. The writers are the President's appointed Diversity Council – meet quarterly to focus on blueprint. Different than the REI.
 Question - council was formed in 2011 and made an original blueprint – is there a follow-up/conclusion/report from that? No but seems like the council is moving forward with new one.
 Question - Metrics ever revisited? We can discuss in depth later. Also we can link onto University infrastructure and also clarify our goals.

6. 2:23 Update on CoEnv Council by Chris
 Chris is a grad student in SMEA and helping with REI; lots of interest from grad students to push units to move across their barriers –
 CoEnv fractured, committees like the Student Advisory Council can help: grad interest in improving equity and diversity conversations but don't know how, and also push departments to push past barriers to have these discussions, also encourage direct person-to-person communication.
 Another goal is to keep track of college students now (not regular compilation of diversity data across college) – how are more diverse students involved in research? Grad students are excited about REI initiative but uncertain about how it is going to evolve moving forward.
 SMEA is hiring a new Environmental Justice faculty that works on race and equity issues – students are working to have more conversations on diversity and equity in the sciences before that hire comes along; new faculty member intended to work with SAFS & Oceanography too; all 3 final candidates are white which Brian thinks is counter-intuitive especially because visuals are important for visiting URM students considering UW – currently have 4 URM students in class of 30 in SMEA – he's suggested they hold off on hiring but leadership is adamant about getting this position filled.
 Question re: pool diversity? A: not great other than gender.

7. 2:30: Rick: on Cost of Effective Advertising to Diverse Populations (e.g., addressing issue of low pool diversity) A document was passed around that noted other places to advertise that cater to URM faculty, compiled by Megan and Sarah D. before she left that came from suggestions from around college. But they all cost (most ~\$200+) so ended up sending out as many as possible. Even aiming for \$5000 budget, some nice sites were left out. Is there a budget for the departments to post for positions? If so, how is it increased, specifically to advertise for URM. Where to get funds for such advertising? Chadwick Allen in advancement may have funds? (co-chair on ADDA hiring) Need to put our \$ and efforts into advertising where we might generate more candidates.
 Now have academic HR person in Dean's office to help review faculty advertisements for diversity. This is the low hanging fruit but it's not acceptable that “we don't have minority faculty since they are not applying”. It is because URM students just haven't heard? Glad that the ADDA position was advertised effectively, but also faculty and staff positions could also be supported this way.
 Questions: What do we know about how candidates go looking for a job? (can we help?) How are the advertisements worded? This committee in the past has helped vet those for faculty in the college - would be useful to ensure there is some sort of consistency.

Rick moves to draft a resolution from our committee regarding this issue. Brian to help using format/template from GPSS. Chad Allen is revamping “faculty hiring toolkit”. If you are interested in being an author of that resolution, send Brian email.

Question: How to prioritize advertisement spending? Can we get info about the ones that are more or less popular? A: look at what other institutions are posting.

8. 2:41 Michelle: Departmental Diversity Plans and GOP Assistantship / GO-MAP Scholarships (document passed around) The SEFS diversity plan is voted on by its faculty, renewed annually, and now part of the fabric of that unit. SEFS has been competing for these scholarships independently because they were successful pre-CoEnv. Michelle is worried that other units aren't voting on (or even have) diversity plans and are competing for these scholarships through CoEnv – is there a CoEnv diversity plan? Or something specific to these student scholarships? This year the CoEnv effort was run by Jill, and helped by Julia, Brian and Fritz. Jill explains that there's highly variable #s of grad students within each unit and sometimes there isn't a viable candidate for the scholarship so have to return it to the graduate school if no URM candidates accept an offer.
Michelle is worried that other units' faculty isn't thinking about this – true?
Rob notes that in AtmosSci there is some discussion, getting units more involved will help. This year the college applied for some awards for the benefit of units. Getting the units more involved in a diversity plan voted on by faculty would help. The GOP application shouldn't be the whole mission of the diversity committee.
9. 2:49: Jill: Review of the last Conversation on Defining Diversity: 35-36 people, different format with working groups/conversations, divided by which type of person being mentored – will get notes out to this committee when done. Important to consider how to reach those that need to be reached the most
10. 2:51: Mark: Update on ADDA search
Sorted through first 19 candidates and 2 subsequently – took preliminary votes and divided quickly into top 6-7 (and bottom 6-7) – next step is Skype interviews with just committee, then looking to bring in 3-4 for interview process. Still accepting applications but Megan is taking out names/genders/current-employers (so all just #s to committee member).
- 10.5 2:54 Fritz: need subcommittee for Diversity award – Brian, Kirsten, Christina, Michelle
11. 2:55: Allyship: exercise with Social Identity Wheel
(please voice offenses and apologize as necessary) Seems like it should be intuitive but sometimes it's not.
As we talk about how to serve those that need to be served the most, we need to know how to be effective at doing that. Want to be helpful not more harmful. Fill out social identity wheel for the benefit of our students – sometimes we think or assume about our students based on what we see. –Rick & Brian shared results – outward looking versus inward looking ways of filling this out - Panel: Sierra, Drew, Lindsey, Katie, Shaun, Adrian (order below is labeled with 1,2,3,4,5,6)
- shared re: their own identity – white male versus white, gay male;
Questions: what does “allyship” mean? 1) knowing where your spot is as an ally; 2) crucial in most aspects of life if minority within minority; 3) taking time to understand issues of groups (e.g., veterans) and understanding individual reactions; 4) means taking time to listen and understand individual and group; 5) apply golden rule to interactions, and being honest re: q&a – not ‘spin’ or ‘PC’ speak; 6) from military background classic definition of pact for coming to aid of others, or ‘do not interfere’, will you be there when we need you? Or are you there just when it's convenient for your own cause

- Summary: It's about placement and understanding the views of a community, so it is about knowing where your spot is as an ally. Understanding your position in the group you find yourself in is essential for trust. Taking time to understand and then following through – what does it mean to your experience to be a veteran? Trying – it is hard to understand what everyone has been through; you can't know everyone's experience but to stand by for someone. Apply basic manners to anybody and being honest is the best policy. Make a pact to come to the aid of your partner that is in trouble (vs treaty which promises not to mess) – are you going to be there whenever needed?

What's it mean to be an 'effective' ally? 6) reliability, 5) honesty with respect to beliefs, 4) don't question veracity of stories – they are real, 3) don't forget experiences – value that time/story, 2) relationship based on trust, 1) listen and don't invalidate experience – simple concept but many people don't know how to listen, 3) is 'battle-buddy' – trust with back

- Summary: Avoid internal judgment. Not undermining someone – and value their time. Just listen and don't invalidate someone else's experience – Listening is a skill that is needed. Battle buddy – always have each other's back. To avoid being extreme is good – you come off as prejudice. The best way to be a good ally is to listen, not to talk a lot – maybe offer some suggestions.

Give an example of when you or someone tried to be an ally? 4) When had to tell parents, they didn't know how to respond – but forgot to ask if she was 'ok'? Neglected condition of individual; 5) are you really there to be an ally or there to bolster your position – term of 'bigot' overused perhaps – inverse prejudice; 6) been good ally as listener and don't always talk unless have constructive suggestion; 2) shared story of mother who is breast-cancer survivor but now has Alzheimer's – very different with father who now needed ally-ship from children whereas didn't before.

- Example of situation of going it alone but should have sought an ally? 3) yes, taking undergrad classes after finishing military service – no interaction with others, but now as grad student works with other student vets to create allies to help support basic experiences;
- Is there mechanism for allyship without face-to-face interactions? Not really. 5) why without contact? 1) reach out to offices/communities that you want to be allied with – need to go in and earn that trust – need to go through good & tough times; 4) really need to understand the group you're trying to help – if ingenuity is detected, that's a slap in the face;

In short, being an ally is not just wearing a badge of honor – it means standing up for a group when it's least convenient or most uncomfortable. Respect is key, listening is key, learning re: issues is key.

Meeting adjourned at 3:35pm