# **College of the Environment Diversity Committee Meeting Minutes**

Thursday, April 16, 2020, 10:00 - 11:30 a.m.

<https://washington.zoom.us/j/97780111238>

(Facilitated by Terryl Ross.)

Attendees: T. Ross (Dean’s Office); I. Carrera Zamanillo (Dean’s Office); Karin Bumbaco (JISAO); Jessica Farmer (Botanic Gardens); Molly McCarthy (Marcomm); Zoe Vartanian (Marcomm); Joe Kobayashi (Marine Biology); Kate Huntington (ESS); Lucas Zapatello (ATMOS); Elena Becerril (SEFS); Anna Boyar (OCN); Dana Bowers (Advancement); Sandy Wyllie-Echeverria (FHL); Stephanie Harrington (Dean’s Office); Nicole Faghin (WSG); Wendy Gibble (Botanic Gardens); Adi Hanein (JISAO); Sara Converse (SEFS); Star Murray (Nature & Health); Karen Morrell-Mcclure (WSG)

**Agenda**

* Draft undergraduate Major Brochure—(15 Minutes)
* Welcome & Introductions—(10 Minutes)
* Diversity Committee Officers Update—(10 Minutes)
* ADDEI Update—(10 Minutes)
* Diversity Committee Liaisons Update—(10 Minutes)
* Conversations on Diversity Update—(10 Minutes)
* Inclusion & Community Building in COVID-19 Era—(10 Minutes)
* Earth Day 2020 Updates—(10 minutes)
* New Business?

Minutes

* Brochure-
  + Barbara Owens updated on the new brochures and the new catalogue (shared before with this committee). Marcomm, AA, and the units are working together on the creation of new material. Zoe shared the new design for the unit brochures, new colors and forms to be complementary to the College catalogue. Molly joined the conversation (Marcomm).
  + It is important that the members and advisers of the units agree with the content in the brochures
  + AA connected with the units at the beginning of the year to get from them the material they wanted to include.
  + FHL appears in the brochure for Marine Biology.
  + It has been a challenge to include a balance on representation of BIPOC in photos and needs. There’s little info on career tracks.
  + A land acknowledgement was included for the first time in printed material.
  + “Trascriptable options” is not a familiar concept, but Barbara mentioned that this refers to transcripts.
  + Are there next steps for students?
  + The design will be shared to this committee but it should not be public distributed.
* Diversity Committee Officers Updates
  + Star will be stepping down as an officer. She wanted to share a vision of transformation
  + Karen would like to make this space a safe space, especially for women of color.
  + Elena shared that a form will be shared to know what add to these meetings, also including resources for COVID-19
  + For next meeting we will need to do elections and we will need a volunteer to take notes
* ADDEI Update
  + Sustainability Stories. >70 participants, but we learned some lessons, to make it more interactive. The chat box is ok, but having more prompts to allow participants to engage in break out rooms.
  + New netiquette- <https://environment.uw.edu/intranet/covid-19-resources/covid-19-resources-for-undergraduate-students/>
* Diversity Committee Liaisons Update
  + Request for updates from units through diversity liaisons.
  + Sea Grant- DEI committee meets once a month, but in weekly staff meetings, DEI updates have been incorporated
    - Finished their Road Map, now to be reviewed by all staff before posting it on the website
    - DEI discussion partner- Members of the committee volunteer to offer office hours and other activities such as book readings: Braiding Sweetgrass- Kimmerer, R. W. (2013). *Braiding sweetgrass: Indigenous wisdom, scientific knowledge and the teachings of plants*. Milkweed Editions.
  + Botanic Gardens- Updated their DEI resources on the website and have added videos. They are now looking into practices in Botanic Gardens to be more mindful of inclusion practices.
    - DEI statement was finalized and it will be up on the website soon
  + FHL- First DEI meeting on March 30, next meeting May 4th. 10 people joined via Zoom. They are working on a land acknowledgement appropriate for the tribal communities in the area and a DEI statement for the website
  + OCN- Changes in grad school admissions, being reviewed by faculty
  + ESS- Assessed barriers that are affecting participants engagement via digital connection; putting together best practices for teaching online and in terms of accessibility; surveyed they grad students to better understand the impact of remote working state; looking ahead on virtual field trips and what it will be needed to make this successfully and they would like to have support from the College to make more accessible field instruction and research to be institutionalized. The need to learn from this experience moving forward.
  + SEFS- Meeting online monthly and has an outline of the DEI action plan for the school; a quarterly open DEI meeting as a listening session; working on a process doc for faculty hiring.
  + *Suggestion-* Work in this committee to share best practices (inclusive field work or hiring practices)
  + Terryl shared that the DEI team is working on having a virtual workshop with Ebonee Anderson, Chad Allen and Megan Russell on SPR20
* Conversations on Diversity Update
  + Maybe organize this in the next couple of months
  + Areas of interest for working together and suggest best practices: Communications, hiring, field work, DEI statements, action plans, grad school admissions and eliminating systemic barriers (OCN and ESS have been working on this).
    - Terryl suggested using the Diversity Gathering in SPR20 to have some working teams.
    - Maybe an invitation to talk on how the current crisis is impacting people in different ways, creating new barriers and augmenting existing ones. Who are the communities who are being the most marginalized in our College? This could be more a healing conversation rather than a panel, so people can share what they are struggling with and sharing resources (as a form of community building). What are the seeds of hope looking forward? What are you experiencing that we can support with?
      * Many voices supported these thoughts.
      * COVID-19 UW resources- We could start a community of practice.
        + WSG is organizing a Lunch and Learn on best practices to make virtual events more inclusive. Karen will send more info.
        + At the Dean’s office, a concern is how to return to the work space, since for many reasons not everyone can go back immediately. The College is trying to be mindful of this and not penalizing people if they cannot go back immediately.

Grad students and postdocs have expressed concerns in the different practices across units in the campus.

ATMS- Half of the department members have sign in into an exchange to share best practices, but little coordination with the College as a whole.

Faculty are struggling with transforming their classes to virtual environments

This struggles are not necessarily correlated to age

* + - A lot of uncertainty, in FHL they are connecting on Fridays to make a check in
  + Audience- Members of College of the Environment
* Earth Day 2020 Updates
  + Next week.
  + PNW Earth Day was cancelled
  + But UW moved into a digital environment:
    - [Intersectionality Project](https://green.uw.edu/earth-day-2020/intersectionality)
    - [50for50](https://green.uw.edu/earth-day-2020/pledge/full)
* New Business
  + UW Diversity Council could connect with other DEI Pac12 institutional committees or professional organizations/associations