

DIVERSITY COMMITTEE AGENDA & MEETING NOTES

Honoring Place

The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip and Muckleshoot nations.

Diversity Committee Norms

Stay engaged; Speak your truth; Experience discomfort; Expect & accept non-closure; Listen for understanding; No 'fixing'; Take risks

Date: 10/19/2020

Time: 2:30-4:00

Zoom Link:

<https://washington.zoom.us/j/99041314001?pwd=bytvQ05tT2JlSmVHM3JHdkNKd1JYUT09>

Meeting ID: 990 4131 4001

Password: 481704

ATTENDING: Butch de Castro, Cher Espina, Evie Devera, Brady Rainey, Michael Grodesky, Brenda Zierler, Elaine Walsh, Jillian Pintye, Kerryn Reding, Ken Soo, Molly Altman, Jonika Hash, Johanna Hulick, Elina Chun, Monique McClure, Fran Lewis, Mia Strauss, Lilia Peng, Laurie Rossnagel, Rebecca O'Connor, Sarah Matthews, Greg Whitman, Abbey Norris, Kari Rose Lombard, Marnie Renee Levy, Sarah Alkire, Helaina Sorey, Holly Moye, Fabrizio Delgado, Judy Lazarus, Andre Mattus, Donna Berry, Savita Mulhedkar, Olivia Ruggieri, Rebecca Wood, Joelle Fathi Sarah Iribarren, Clare Sherley, Melinda Schultz, Sarah Zangrillo, Sammie, Inevil, Tiffany Calverley, Kristine Takamiya, Jenny Vincent, Melinda Schultz, Jessilyn Hong, Grace Biggs, Colie Pelling, Tyraina Berry, Betsy Mau, Angelita Utleg, Ricardo Silva

AGENDA (**BLUE** items indicate action needed)

Topic	Notes/Decision
1. Introduction of the new student-co-chair and the faculty/staff chair-elect (10 minutes)	Congratulations! Student Co-Chair: Evie Devera. Chair-Elect: Brady Rainey, Director of UW SoN Continuing Nursing Education <ul style="list-style-type: none">Diversity Committee doesn't have formal membership; rather this is an open door meeting accessible to all.

	<ul style="list-style-type: none"> • Diversity Committee invites students, faculty and staff. It is an extension of SoN Shared Leadership Council. • Went over DEI website and Diversity Strategic Action Plan. https://nursing.uw.edu/about/diversity-equity-and-inclusion/ • Will have a future meeting to go over Diversity Strategic Action Plan • Rebecca O'Connor gave background of Strategic Action Plan and DEI Office. • Have asked all Anti-Racism Workgroups to link actions to existing strategic plan and identify any gaps in existing plan that may need to be addressed. Will happen by December and bring to Diversity Committee in January.
<p>2. Election Meetings (15 minutes)</p>	<p>National and local election results may prompt strong reactions. What can we do to provide a supportive, non-partisan environment for members of our community? Thoughts?</p> <p>Roundtable event, organized by CEDI, after 2016 election was student led. An all-day health equity rally with various speakers was also held at time of Presidential Inauguration (January 2017).</p> <p>Discussion about what could be planned in anticipation of November 2020 election results. SoN will hold Town Hall event on Nov. 4 that will feature Resa Reagan, SoN mental health counselor gave a talk about managing stressful times. Statement from Dean Emami could be powerful. Let's acknowledge trauma and mental health burden that has increased during these times.</p> <p>ACTIONS:</p> <ul style="list-style-type: none"> • Consider scheduling multiple events • Message from the Dean • Have counseling available • Guidance was sent to faculty how to handle anxiety in/around assignments and exams. • Advisors, SAS are available
<p>3. Introduce the SoN Anti-Racism Workgroups (30 minutes)</p>	<p>Reviewed process of creating workgroups:</p> <ol style="list-style-type: none"> 1. Pledge statement 2. Anti-racism training



	<ol style="list-style-type: none"> 3. Anti-racism as essential job qualification for employment 4. Increasing diversity recruitment (staff, faculty, staff and TA/RA positions) 5. Incorporate anti-racism content and teaching methods into curricula/courses 6. Anti-racism awareness in clinical practicum sites 7. Support and retention of students of color 8. Marketing & communications 9. Advancement 10. Research <p>ACTION: Evaluate execution and outcomes of anti-racism actions above (being led by Rebecca O'Connor and Molly Altman)</p>
<p>4. MLK event online – Ideas are welcome (20 minutes)</p>	<p>Cher briefed all about the annual UW Health Sciences MLK Celebration. She will send email to whole school at end of November for nominations of SoN selection for MLK service award. Feel free to contact Cher Espina with any questions.</p>
<p>5. Updates (5 minutes) National First-Generation College Celebration on November 8, 2020.</p>	<p>UW events can be found online.</p>
<p>6. Check-in for questions, suggestions, concerns (5 minutes)</p>	<p>Butch announced that there is currently a Presidential Executive Order that bans diversity training. UW Diversity Officer Rickey Hall has advised academic/administrative units to proceed with any and all diversity trainings they have planned. The Attorney General is looking into our options if any harm to UW is incurred.</p> <p>Sarah Zangrillo – Last week sent out an invite to an ONR organized workshop on Equitable Research Best Practices Workshop (led by Rebecca O'Connor)</p> <p>Student concern raised about an incident that occurred in a course. Next time will make more space and time for student experiences in identifying what can and should be done.</p>

Next Diversity Committee Meeting: November 16th



Anti-Racism Workgroups

1. Pledge statement
2. Anti-racism training
3. Essential job qualification
4. Equity advisor training (for hiring searches)
5. Curriculum content & teaching methods
6. Increasing awareness in clinical sites
7. Support & retention for students of color
8. Marketing & communications
9. Advancement
10. Research
11. Evaluation (process & outcome)

